

Results from the 2022 Study of Faculty Worklife at UW-Madison Tenured and Tenure-Track Faculty



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

Study of Faculty Worklife at the University of Wisconsin-Madison 2022

Thank you for participating in this important study! For the following questions, your “department” is the unit where you spend most of your time. For most faculty this is their home department, but for many it will be another unit—a section or a division within the department, or even a center. If you are in multiple departments, choose the one where you spend the most time, and if it is equal, choose the department of your tenure or promotion home. For all ranks, “faculty” is defined here as anyone who is on the tenure or clinical track.

1. In what year were you last hired at UW-Madison as a faculty member?

YYYY

2. Was the date you were last hired at UW-Madison as a faculty member after January 1, 2019?

☐ Yes

☐ No → Go to question 4

3. Thinking about the hiring process in your department, how satisfied were you with...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...the overall hiring process?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...the department's effort to obtain resources for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...the department faculty's efforts to meet you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...your interactions with the search committee?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...your start-up package?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The next questions are about your interactions with others in your work environment and your participation in the decision-making process in your department.

Thinking about interactions with colleagues and others in your department, how often...

	Never	Rarely	Sometimes	Often	Very often	NA
a. ...are you treated with respect by colleagues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...are you treated with respect by students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...are you treated with respect by staff?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...are you treated with respect by patients?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...are you treated with respect by your department chair?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...do you feel excluded from an informal network in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...do your department colleagues solicit your opinion about work-related matters, such as teaching, research, and service?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...do you do work that is not formally recognized by your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...do you feel valued in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...do you feel like you belong in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...do you feel isolated in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. ...do you feel isolated on the UW campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Section 1: Survey Implementation Notes

The *Study of Faculty Worklife at UW-Madison* was undertaken as part of the Women in Science & Engineering Leadership Institute's (WISELI) broader effort to support the advancement of women in academic science, medicine, and engineering. Designed as a confidential longitudinal study, the intent of this study is track the workplace experiences of UW-Madison faculty over time. Tracking individual faculty respondents allows maximum flexibility in answering research and evaluation questions related to a number of issues affecting faculty worklife. To date, six waves of this study have been implemented, in 2003, 2006, 2010, 2012, 2016, and 2019. In each wave, all tenured and tenure-track (TT) faculty at UW-Madison are included in the sample, and clinical faculty in the School of Veterinary Medicine (SVM) have always been included in the survey. In some years, additional populations have been part of the survey, either in whole or in part. In 2016, all clinical professors and professors (CHS) were surveyed, and their results are reported in a separate report. All *Study of Faculty Worklife at UW-Madison* surveys have been administered as a paper survey mailed to the homes of faculty/staff by the University of Wisconsin Survey Center (UWSC).

Wave 1: 2003

Wave 1 of the *Study of Faculty Worklife* was intended to create a baseline of measurements, from which all future studies could compare. The survey instrument was designed by Susan Lottridge, Jennifer Sheridan, Christine Pribbenow, Jo Handelsman, and Molly Carnes in 2002. Most survey items are original, and are derived from information collected in a series of in-depth interviews of women faculty in the biological and physical sciences at UW-Madison. Originally designed only for biological and physical science faculty, the survey was extended to all faculty at the request of the Office of the Provost, and with funding from that office. Results from Wave 1 are available on the WISELI website.

- 2,221 UW-Madison TT faculty and clinical faculty in the SVM received instruments. 1,338 responded, for a 60.2% response rate. This study was sponsored by: National Science Foundation (#0123666), WISELI, Office of the Provost, College of Letters & Sciences.
- A random sample of 1,078 UW-Madison Academic Staff members in 6 selected title series (Professor (CHS), Clinical Professor, Scientist, Researcher, Faculty Associate, and Lecturer) received instruments. This was a 50% sample of all Academic Staff in these titles. 513 Academic Staff responded, for a 47.6% response rate. This study was sponsored by: National Science Foundation (#0123666), WISELI, Office of the Provost, College of Letters & Sciences.

Wave 2: 2006

Wave 2 was almost identical to the Wave 1 faculty version of the survey, allowing pre/post evaluation for several of WISELI's initiatives.

- 2,209 UW-Madison TT faculty and clinical faculty in the SVM received instruments. 1,230 responded, for a 55.7% response rate. This study was

sponsored by: National Science Foundation (#0123666), WISELI, the Office of the Provost, and the College of Letters & Science.

Wave 3: 2010

Wave 3 was an unexpected wave. We expected to survey the faculty only in 2013, at the end of an NIH study in which WISELI is implementing “Bias Literacy” workshops in Science, Technology, Engineering, Mathematics, and Medicine (STEMM) departments. However, the Office of the Provost asked if we could do a wave in 2010 in order to look at issues of workload, and of tenure experiences of junior faculty. We took advantage of the interest to field a survey, redesigning many of the questions to reflect the changing recommendations for good survey measurement from the UWSC. Because the “Bias Literacy” workshop also includes clinical faculty in the School of Medicine and Public Health (SMPH), we approached the SMPH to inquire about surveying clinical faculty as well. A separate instrument for faculty in the clinical professor and professor (CHS) titles was created, based on the original faculty instrument.

- 2,141 UW-Madison TT faculty received instruments. 1,189 responded, for a 55.5% response rate. This study was sponsored by: National Institutes for Health (#R01GM088477-02), WISELI, Office of the Provost, School of Medicine & Public Health.
- 1,124 UW-Madison clinical faculty received instruments. Clinical faculty are those in the Professor (CHS) and Clinical Professor titles, at any rank, and in any School/College at UW-Madison. No sampling of clinical faculty occurred. 560 responded, for a 49.8% response rate. This study was sponsored by: National Institutes for Health (#R01GM088477-02), WISELI, Office of the Provost, School of Medicine & Public Health.

Wave 4: 2012

Wave 4 was administered approximately one year before it was originally planned. As noted above, we expected to field a third wave of the survey in 2013, after the implementation of the NIH-funded in the “Bias Literacy” workshops. Because those workshops concluded well-ahead of the anticipated schedule for treatment departments, we administered the survey in 2012 rather than 2013. Rather than administer a nearly identical but separate instrument for clinical professor and professor (CHS) faculty, we instead used a single instrument and repeated the majority of measures for our sections on the hiring process, climate experiences, diversity, and satisfaction. Differences in measurement approach and particular question items are discussed in the detailed results sections below. The instrument for Wave 4 is Appendix 1, and the list of departments included is Appendix 2.

- 2,099 UW-Madison TT faculty received instruments. 1,044 responded, for a 49.8% response rate. This study was sponsored by the National Institutes for Health (#R01GM088477-02) and WISELI.
- 1,122 UW-Madison clinical faculty received instruments. Clinical faculty are those in the Professor (CHS) and Clinical Professor titles, at any rank, and in any School/College at UW-Madison. No sampling of clinical faculty occurred. 500 responded, for a 44.6% response rate. This study was sponsored by the National Institutes for Health (#R01GM088477-02) and WISELI.

Wave 5: 2016

Wave 5 was not administered for any special measurement purpose related to another WISELI study, it was just “time” to do another climate survey. To increase response rates in 2016, a \$5 incentive was included in the first survey sent to faculty. New items in 2016 included questions about faculty morale, especially in relation to the changes in faculty tenure that were occurring at this time. These items were requested by faculty governance groups. A series of questions about experiences with the promotional process (especially promotion to full) were included at the request of the Provost’s office. Finally, we added items to measure a new concept, “hostile and intimidating behavior”, to set a baseline of incidence from which to measure progress of new campus policies and procedures around such behavior. The instrument for Wave 5 is in Appendix 1.

- 2,193 UW-Madison TT faculty received instruments. 1,285 responded, for a 58.6% response rate. This study was sponsored entirely by WISELI.
- 1,256 UW-Madison clinical faculty received instruments. Clinical faculty are those in the Professor (CHS) and Clinical Professor titles, at any rank, and in any School/College at UW-Madison. No sampling of clinical faculty occurred. 726 responded, for a 57.8% response rate. This study was sponsored by WISELI.

Wave 6: 2019

Wave 6 was administered in 2019 in part because we wanted to specifically look for climate changes in departments that participated in our “Breaking the Bias Habit” workshops in 2017-2018. To increase response rates in 2019, we continued to offer a \$5 incentive. The instrument is almost identical to the 2016 instrument, with two changes. The only new item in 2019 asked faculty why they choose to stay at UW-Madison. We removed the “morale” item to make room for it. The instrument for Wave 6 is in Appendix 1.

- 2,092 UW-Madison TT faculty received instruments. 1,117 responded, for a 53.4% response rate. This study was sponsored entirely by WISELI.
- 69 UW-Madison clinical faculty received instruments. Clinical faculty are those in the Clinical Professor titles, at any rank, in the School of Veterinary Medicine. No sampling of clinical faculty occurred. 46 responded, for a 66.7% response rate. This study was sponsored by WISELI.

Wave 7: 2022

Wave 7 was administered in 2022 because (1) we were hoping to capture COVID-19-related issues in faculty climate and (2) because a student survey and a staff survey were also implemented in this academic year. To increase response rates in 2022, we continued to offer a \$5 incentive, and we also (for the first time) allowed an online option for completing the survey. The instrument is almost identical to the 2019 instrument, with some adjustments. We added items related to COVID-19 and caregiving, and we added a few items that were parallel to items on the staff survey. To make space for these, we removed items related to UW-Madison diversity programming, and promotion processes for faculty. The instrument for Wave 7 is in Appendix 1.

- 2,273 UW-Madison TT faculty received instruments. 1,217 responded, for a 53.5% response rate. This study was sponsored entirely by WISELI.
- 177 UW-Madison clinical faculty received instruments. Clinical faculty are those in the Clinical Professor titles, at any rank, in the School of Veterinary Medicine. No sampling of clinical faculty occurred. 54 responded, for a 30.5% response rate. This study was sponsored by WISELI.
- The UW-Extension officially merged with the UW-Madison in 2019, and thus the 2022 SFW is the first time Extension faculty were included in the survey.

Section 2: Overall Distributions

Study of Faculty Worklife at the University of Wisconsin–Madison 2022

Thank you for participating in this important study! For the following questions, your “**department**” is the unit where you spend most of your time. For most faculty this is their home department, but for many it will be another unit—a section or a division within the department, or even a center. If you are in multiple departments, choose the one where you spend the most time, and if it is equal, choose the department of your tenure or promotion home. For all ranks, “faculty” is defined here as anyone who is on the tenure or clinical track.

1. In what year were you last hired at UW–Madison as a faculty member?

1973-2022 YYYY

2. Was the date you were last hired at UW–Madison as a faculty member after January 1, 2019?

18.1% Yes

81.9% No → Go to question 4

3. Thinking about the hiring process in your department, how satisfied were you with...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...the overall hiring process?	0.9%	1.8%	13.3%	48.2%	34.9%	0.9%
b. ...the department’s effort to obtain resources for you?	1.8%	2.3%	14.7%	38.5%	41.3%	1.4%
c. ...the department faculty’s efforts to meet you?	1.4%	3.7%	11.5%	35.3%	45.4%	2.8%
d. ...your interactions with the search committee?	0.5%	0.5%	9.6%	33.0%	48.6%	7.8%
e. ...your start-up package?	0.9%	4.1%	18.8%	37.2%	37.2%	1.8%

4. The next questions are about your interactions with others in your work environment and your participation in the decision-making process in your department.

Thinking about interactions with colleagues and others in your department, how often...

	Never	Rarely	Sometimes	Often	Very often	NA
a. ...are you treated with respect by colleagues?	0.1%	1.5%	9.7%	23.2%	65.5%	0.0%
b. ...are you treated with respect by students?	0.0%	0.1%	6.1%	27.3%	63.5%	3.1%
c. ...are you treated with respect by staff?	0.1%	0.7%	5.8%	20.3%	72.8%	0.3%
d. ...are you treated with respect by patients?	0.1%	0.0%	0.5%	2.9%	7.8%	88.7%
e. ...are you treated with respect by your department chair?	0.8%	1.9%	8.7%	18.5%	66.4%	3.7%
f. ...do you feel excluded from an informal network in your department?	21.0%	35.3%	26.5%	8.8%	7.2%	1.3%
g. ...do your department colleagues solicit your opinion about work-related matters, such as teaching, research, and service?	1.7%	7.5%	27.8%	35.2%	27.5%	0.3%
h. ...do you do work that is not formally recognized by your department?	5.3%	17.5%	32.4%	22.2%	21.2%	1.5%
i. ...do you feel valued in your department?	1.8%	6.1%	20.8%	35.7%	35.3%	0.3%
j. ...do you feel like you belong in your department?	2.4%	7.5%	18.1%	33.3%	38.4%	0.3%
k. ...do you feel isolated in your department?	23.5%	32.6%	26.3%	9.0%	8.3%	0.4%
l. ...do you feel isolated on the UW campus?	23.1%	33.1%	27.8%	8.0%	5.5%	2.6%

5. Thinking about interactions with colleagues and others in your department...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...how <u>satisfied</u> are you with the effort your department chair makes to create a collegial and supportive environment?	5.3%	5.8%	20.7%	33.6%	32.0%	2.6%
b. ...how <u>satisfied</u> are you with the effort your chair, director, or dean makes to obtain resources for you?	6.4%	11.8%	25.0%	35.0%	19.9%	2.0%
c. ...how <u>well</u> are you able to <u>navigate</u> unwritten rules concerning how one is to conduct oneself as a faculty member?	2.1%	8.1%	27.5%	44.1%	16.5%	1.7%
d. ...how <u>reluctant</u> are you to voice concerns about the behavior of your departmental colleagues for fear it might affect your reputation or advancement?	24.5%	28.1%	25.6%	10.6%	8.5%	2.7%
e. ...how <u>valued</u> by your colleagues is your research and scholarship?	1.8%	9.8%	31.4%	37.4%	18.2%	1.3%
f. ...how <u>much harder</u> do you have to work than some of your colleagues, in order to be perceived as a legitimate scholar?	29.1%	17.3%	24.4%	15.3%	10.0%	4.0%
g. ...how <u>comfortable</u> are you in raising personal and family responsibilities when scheduling departmental obligations?	6.0%	14.1%	28.2%	32.6%	15.5%	3.6%
h. ...how <u>welcome</u> do you feel in your department?	2.5%	5.8%	19.0%	39.8%	32.6%	0.3%
i. ...how <u>well</u> do you fit into your department or unit?	2.2%	9.5%	26.8%	36.5%	24.7%	0.3%
j. ...how <u>safe</u> do you feel in your department?	2.9%	3.3%	10.3%	30.7%	52.0%	0.8%
k. ...how <u>mainstream</u> is your current research within your department?	7.9%	13.3%	32.5%	30.0%	14.2%	2.1%

6. Thinking about your participation in the decision-making process in your department, how often...

	Never	Rarely	Sometimes	Often	Almost always	NA
a. ...do you have a voice in the decision-making that affects the direction of your department?	3.5%	11.4%	26.6%	31.9%	26.4%	0.3%
b. ...do you have a voice in how resources are allocated?	9.0%	23.3%	31.5%	21.3%	13.3%	1.6%
c. ...do meetings allow all participants to share their views?	1.6%	5.4%	18.2%	34.8%	39.7%	0.3%
d. ...do committee assignments rotate fairly?	2.6%	8.4%	25.1%	36.8%	21.6%	5.5%
e. ...does your department chair involve you in decision-making?	5.5%	12.3%	25.8%	31.8%	20.4%	4.1%

7. At UW–Madison, climate is defined by the Campus Climate Network Group (2002) as “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.”

How is the climate in your department for the following groups?

	Very negative	Negative	Mediocre	Positive	Very positive	Don't know
a. The <u>overall</u> climate for everyone	1.2%	5.3%	14.0%	54.1%	23.5%	1.9%
b. The climate for women	1.7%	4.6%	13.2%	45.7%	22.4%	12.3%
c. The climate for faculty of color	3.2%	5.5%	16.6%	29.1%	12.5%	33.1%
d. The climate for lesbian, gay, bisexual, transgender, or queer (LGBTQ+) faculty	0.8%	2.6%	8.9%	29.0%	13.7%	45.1%

8. The next questions ask about sexual harassment and sexual violence. The UW–Madison defines sexual harassment and sexual violence 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.

Within the last three years, how often, if at all, have you personally experienced sexual harassment on the UW–Madison campus?

Never	1–2 times	3–5 times	More than 5 times
94.9%	4.2%	0.6%	0.3%

9. Thinking about sexual harassment at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don't know
a. ...how <u>seriously</u> is sexual harassment treated on campus?	0.9%	3.1%	13.1%	39.6%	20.6%	22.7%
b. ...how <u>common</u> is sexual harassment on campus?	2.2%	12.6%	21.1%	9.6%	1.7%	52.8%
c. ...how <u>well</u> do you know the steps to take if a person comes to you with a problem with sexual harassment?	1.6%	7.9%	35.0%	36.0%	15.7%	3.8%
d. ...how <u>effective</u> is the process for resolving complaints about sexual harassment at UW–Madison?	2.3%	7.0%	15.8%	10.8%	2.2%	61.9%
e. ...how <u>comfortable</u> are you voicing concerns about sexual harassment?	3.2%	6.7%	23.8%	37.1%	21.7%	7.5%

10. The next questions are about hostile and intimidating behavior. UW–Madison defines hostile or intimidating behavior as behavior that a reasonable person would find hostile or intimidating, that does not further the university's academic or operational interests, and is so severe and/or frequent that it negatively impacts a person's ability to work. Hostile and intimidating behavior can include abusive language, unwelcome physical contact or gestures, excluding or isolating a person, sabotaging of a person's work, or abuse of authority.

Given this definition, within the last three years, how often have you...

	Never	1-2 times	3-5 times	More than 5 times
a. ...personally <u>experienced</u> hostile or intimidating behavior on the UW–Madison campus?	62.0%	23.8%	7.1%	7.1%
b. ...personally <u>witnessed</u> hostile or intimidating behavior directed at someone else on the UW–Madison campus?	53.1%	28.9%	10.5%	7.6%

11. Thinking about hostile or intimidating behavior at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don't know
a. ...how <u>seriously</u> is hostile or intimidating behavior treated on campus?	5.3%	10.0%	23.7%	23.6%	12.6%	24.8%
b. ...how <u>common</u> is hostile or intimidating behavior on campus?	2.9%	16.6%	22.7%	12.0%	3.7%	42.2%
c. ...how <u>well</u> do you know the steps to take if a person comes to you with concerns about someone who is behaving in a hostile or intimidating way?	3.1%	13.3%	36.4%	27.3%	13.3%	6.5%
d. ...how <u>effective</u> is the process for resolving complaints about hostile or intimidating behavior at UW–Madison?	8.7%	11.1%	16.4%	8.3%	2.2%	53.4%
e. ...how <u>comfortable</u> are you voicing concerns about hostile or intimidating behavior?	8.1%	11.4%	27.5%	29.1%	19.3%	4.6%

12. The next questions are about your workload. Please answer questions 12–14 about your current workload. If you are currently on leave, please answer about your workload before you went on leave.

Thinking about how you spend/spent your time in an average week, what percent of your work week do/did you spend on each of the following work-related activities?

	* Average percent of time for those who do the activity.	Percent of time
a. Teaching (including preparing materials for class, lecturing, supervising TAs, etc.)		24.5%
b. Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)		13.8%
c. Scholarship or conducting research (including writing, attending professional meetings, grant writing, artistic activity, etc.)		30.3%
d. Administrative responsibilities (including compliance activities)		15.7%
e. Committee work/University service		10.0%
f. External paid consulting		4.0%
g. Clinical work		27.5%
h. Extension/Outreach activities		11.6%
i. Service to the profession (including reviewing manuscripts, service to professional organizations)		6.8%
j. Other work-related activities. Please specify: <input type="text" value="Top write-in: Email"/>		10.7%
Total:		100 %

13. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how many hours do/did you work in a typical work week?

Hours per week (average)

14. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how would you rate the reasonableness of your overall (current) workload?

Much too light	Too light	Just right	Too heavy	Much too heavy
0.0%	0.4%	39.3%	47.5%	12.8%

15. In the past 12 months, how many of each of the following did you submit?

* Average number for those who do the activity.

Number*

a. Papers for publication in peer-reviewed journals?	5.0
b. Papers for presentation at conferences?	4.1
c. Books: authored?	1.1
d. Books: edited?	1.1
e. Chapters in books?	1.6
f. Grant proposals?	3.5
g. Other scholarly or creative works? Please specify: Top 2 write ins: (1) Extension/Outreach materials, (2) Exhibits	5.3

16. The next questions are about your satisfaction with UW–Madison as an employer.

Thinking about all university, school or college, and departmental resources, how satisfied are you with the resources UW–Madison provides...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	NA
a. ...to support your <u>research and scholarship</u> ?	4.3%	11.7%	9.4%	37.9%	36.1%	0.6%
b. ...to support your <u>teaching</u> ?	3.1%	9.5%	14.9%	36.8%	31.3%	4.4%
c. ...to support your <u>clinical work</u> ?	0.8%	1.0%	2.1%	3.6%	3.3%	89.3%
d. ...to support your <u>extension or outreach activities</u> ?	3.6%	5.9%	13.3%	17.8%	11.1%	48.3%

17. In general, how satisfied are you...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
a. ...with your salary?	6.4%	16.7%	11.4%	35.8%	39.7%
b. ...with your benefits?	2.6%	6.4%	11.5%	35.9%	43.5%
c. ...being a faculty member at UW–Madison?	3.2%	7.7%	10.4%	35.8%	42.9%
d. ...with your career progression at UW–Madison?	3.6%	9.2%	11.9%	34.6%	40.7%

18. What factors contribute most to your satisfaction at UW–Madison?

Top 3 responses: (1) Quality of relationships with colleagues, supportive colleagues, (2) Quality of relationships with students, (3) Collaboration opportunities, interdisciplinary approach

19. What factors detract most from your satisfaction at UW–Madison?

Top 3 responses: (1) Too much time spent on forms/paperwork, waste of time, (2) Bureaucracy (general), (3) Overworked/understaffed (general workload)

20. Compared to your confidence before the COVID-19 crisis, how confident are you currently that you can meet your most important career goals?

Much less confident now	Somewhat less confident now	No change	Somewhat more confident now	Much more confident now
8.4%	27.6%	52.3%	8.6%	3.1%

21. What long-term effect(s) of the COVID-19 pandemic on your professional trajectory are you most worried about?

Top 3 responses: (1) Research; (2) None or NA; and (3) Workload (burn out mentioned frequently). Other highly-mentioned effects include effects on students, funding, and networking.

22. What university-level programs or policies would be most helpful in supporting you and reducing the professional losses and disruptions that you have experienced due to the COVID-19 pandemic?

Top 3 responses: (1) Funding (especially need for increased research funding); (2) Administration (adding benefit of teaching releases mentioned frequently); and (3) None or NA. Tenure/promotion policies mentioned frequently as well.

23. The next questions ask about your caregiving responsibilities. In this survey, caregiving includes child and dependent care, eldercare, and care for disabled individuals or those with significant illness. Please consider your most significant period of caregiving, regardless of whether it occurred before or during the COVID-19 pandemic. By “significant,” we mean a period in which the amount of time, or emotional or physical energy exerted towards caregiving, caused stress in your work life.

Within the last three years, did you have significant caregiving responsibilities?

52.4% Yes

47.6% No → Go to question 26

24. During your highest period of caregiving in the last three years, how many hours per week did you provide care for each of the following? *

* Percent for those who said YES to q23.

		1 to 10 hours/week	11 to 20 hours/week	21 to 30 hours/week	31 to 40 hours/week	Over 40 hours/week	NA
a.	Child/children	13.6%	21.9%	14.2%	10.2%	26.4%	13.6%
b.	Elders	26.4%	8.9%	2.0%	1.3%	1.3%	60.1%
c.	Person with a disability or significant illness	10.6%	6.5%	1.9%	1.9%	3.2%	76.1%
d.	Not listed, please tell us:	0.0%	1.4%	1.1%	0.4%	0.7%	96.4%
Top 3: Grandchildren, spouse, in-laws							

25. In the last three years, how much did caregiving responsibilities affect your professional life in each of the following ways? *

	Not at all	A little	Somewhat	Quite a bit	A great deal
a. Decreased work hours	11.4%	23.7%	27.0%	21.3%	16.7%
b. Reduced productivity	5.6%	21.3%	28.3%	25.0%	19.8%
c. Turning down or losing career advancement opportunities	39.6%	19.6%	18.8%	12.3%	9.7%
d. Reduced income growth	55.7%	17.3%	15.9%	7.3%	3.9%
e. Delay in or loss of tenure or promotion	75.2%	7.0%	8.3%	4.2%	5.4%
f. Reputation for commitment to your job	42.6%	26.7%	19.9%	6.8%	3.9%
g. Delay in or loss of research projects	18.6%	23.3%	24.1%	21.2%	12.9%
h. Other, please tell us:	49.6%	0.9%	5.1%	8.6%	35.9%

Top response: Health consequences

* Percent for those who said YES to q23.

26. In the past 12 months, have you seriously considered leaving the university for reasons other than retirement, for example, considered an offer from another university, changing careers, working in industry, or starting your own business?

44.5% Yes 55.6% No

27. In the past 12 months, to what extent have you considered the following as reasons to leave UW–Madison:

	Not at all	To some extent	To a great extent	NA
a. To increase your salary?	46.6%	29.6%	16.6%	7.3%
b. To improve your prospects for tenure or enhance your career in other ways?	51.9%	20.2%	13.5%	14.3%
c. To increase your time to do research/artistic activity?	48.0%	27.0%	16.6%	8.4%
d. To adjust your clinical load?	19.8%	3.4%	1.5%	75.3%
e. To find a more supportive work environment?	48.2%	22.9%	20.3%	8.7%
f. To reduce stress?	38.8%	28.0%	25.3%	7.9%
g. To improve the employment situation of your spouse or partner?	57.9%	12.9%	9.3%	19.9%
h. To be near extended family?	58.7%	16.6%	9.9%	14.8%
i. To retire?	54.1%	16.4%	11.7%	17.9%
j. Because of concerns about the direction of state government?	42.1%	33.7%	15.0%	9.2%
k. Because of concerns about Regent policies?	52.0%	27.6%	9.5%	10.9%
l. Because of the quality of life in Madison and surrounding areas?	75.0%	10.7%	3.5%	10.8%
m. Because of racial and ethnic disparities in healthcare, educational, and other outcomes in Madison?	70.7%	13.7%	5.0%	10.5%
n. To meet cultural and/or identity needs?	70.3%	12.4%	6.9%	10.4%
o. Because of another reason – please tell us below:	25.2%	6.4%	20.8%	47.6%

Top responses: Quality of leadership, General personal/family reasons, hostile colleagues

28. Think about the reasons you’ve stayed at UW–Madison. In your decision to stay at UW–Madison, how important was...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...your current salary?	23.4%	15.6%	31.2%	19.8%	8.4%	1.6%
b. ...your prospects for future salary?	34.0%	14.7%	26.3%	15.0%	7.2%	2.9%
c. ...your prospects for tenure or promotion?	35.4%	7.0%	14.1%	14.4%	9.8%	19.4%
d. ...your time for research or artistic activity?	23.0%	13.9%	25.0%	23.4%	11.3%	3.3%
e. ...your teaching load?	31.6%	16.8%	23.8%	15.8%	6.6%	5.4%
f. ...your clinical load?	10.8%	2.7%	2.9%	2.3%	0.7%	80.5%
g. ...your work environment?	16.6%	13.0%	21.4%	29.6%	17.6%	1.8%
h. ...your relationships with students, postdocs, trainees, etc?	12.0%	7.8%	22.5%	30.1%	23.7%	4.0%
i. ...your on-going collaborations and relationships with colleagues?	11.1%	11.3%	21.1%	30.6%	24.3%	1.8%
j. ...the quality of life in Madison and surrounding areas?	8.3%	6.4%	16.3%	30.5%	33.6%	4.9%
k. ...proximity to extended family?	47.6%	7.8%	9.5%	10.2%	10.7%	14.2%
l. ...your spouse or partner’s employment opportunities?	36.1%	8.5%	12.4%	11.4%	15.8%	15.8%
m. ...the direction of state government?	70.4%	11.1%	8.2%	2.3%	1.2%	6.8%
n. ...other reasons? Please tell us:	19.1%	0.8%	1.8%	2.6%	12.9%	62.8%

Top responses: Family reasons, close to retirement, lack of better opportunities

29. In the next three years, how likely are you to leave UW–Madison?

Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely
13.8%	20.2%	21.9%	20.4%	23.6%

30. The next questions are about you. As with the entire survey, responses to the following questions will be kept confidential. Your answers will be combined with those from other participants so that you cannot be identified. Responses that might reveal your identity will not be shared.

What is your gender?

Gender

31. With which of the following racial or ethnic groups do you identify? Please check all that apply.

3.4% African American or Black 1.0% American Indian or Alaska Native 14.6% Asian or Asian American
4.5% Chicano(a), Latino(a), Hispanic 1.0% Middle Eastern or North African ** Pacific Islander or Native Hawaiian
73.8% White
1.8% Not listed → Please tell us:

32. Do you identify as LGBTQ+?

5.4% Yes 94.6% No

33a. Do you identify as a person with a disability?

5.1% Yes 94.9% No

33b. Do you have a chronic physical or mental health condition?

14.4% Yes 85.6% No

33c. If you answered “yes” to questions 33a or 33b, do you need or use any accommodations?

27.5% Yes 72.5% No

34. What is your citizenship status?

88.2% U.S. Citizen 8.5% U.S. Permanent Resident 3.3% Non-Resident Alien (J-1, H-1B, O-1 status, etc.)

35. What is your current title?

24.1% Assistant Professor 20.6% Associate Professor 54.8% Professor
** Clinical Assistant Professor ** Clinical Associate Professor ** Clinical Professor
** Clinical Instructor
** Other → Please tell us:

36. Which department, unit, section, or division did you have in mind when completing this survey?

THANK YOU for your time!

Please return your completed questionnaire in the postage-provided envelope to:

UWSC, 475 N Charter St, B607, Madison, WI 53706.

Results will be posted at wiseli.wisc.edu/research/sfw/ in late 2022.

Section 3: Summary of Findings



The 2022 Study of Faculty Worklife at UW-Madison

Tenured & Tenure Track Faculty Results

Introduction

The *Study of Faculty Worklife at UW-Madison* (SFW) was undertaken as part of the UW-Madison Inclusion in Science & Engineering Leadership Institute's (WISELI) broader effort to support the advancement of women and other persons underrepresented in academic science, medicine, and engineering.¹ Designed as a longitudinal study, it tracks the workplace experiences of UW-Madison faculty over time, allowing researchers to answer research and evaluation questions related to a number of issues affecting faculty worklife.

Methodology

To date, seven waves of this study have been implemented, in 2003, 2006, 2010, 2012, 2016, 2019, and 2022.² In each wave, all tenured and tenure-track (TT) faculty at UW-Madison as well as clinical faculty in the School of Veterinary Medicine (SVM) have been included in the sample.³ The University of Wisconsin Survey Center has administered all *Study of Faculty Worklife at UW-Madison* surveys as a paper survey mailed to the homes of faculty, but new in 2022, respondents also had the option to respond via a web instrument as well. In 2016, 2019, and 2022 we included a \$5 incentive for participation to all participants in their initial survey mailer, funded entirely through WISELI's income-generating activities.

The 2022 survey contained nine major sections: Hiring, Departmental Climate, Sexual Harassment, Hostile & Intimidating Behavior, Productivity & Workload, Satisfaction with UW-Madison, COVID-Related Issues (new), Caregiving (new), and Intent to Leave. In order to make comparisons over time, items included in each of these sections were kept as similar as possible to those in the identical nine sections of the 2019 survey.

Faculty survey responses were compared for several variables, most of which are self-explanatory (e.g., gender, race/ethnicity, sexual orientation, untenured, divisional affiliation, disability).⁴ In most surveys, we also asked faculty members whether they considered their own research to be in the "mainstream" in their departments. Those who answered *Not at all*, *A little*, or *Somewhat* are considered to be doing "Non-Mainstream Research."

¹ The survey has been variously funded by: National Science Foundation (#0123666), National Institutes for Health (#R01GM088477-02), Office of the Provost, School of Medicine and Public Health, College of Letters and Science, and WISELI. The 2019 survey was entirely self-funded by WISELI, through its income-generating activities.

² For reports detailing the response rates and findings of each study wave, please visit WISELI's website (<https://wiseli.wisc.edu/research/sfw/>).

³ Because all clinical faculty were surveyed in 2010, 2012, and 2016, the School of Veterinary Medicine (SVM) clinical faculty responses are included with the clinical faculty report and not in TT reports. In 2019 and 2022, the SVM clinical faculty will be included in a special report for the SVM.

⁴ A detailed description of the construction of all variables is included in the full results report for 2022, (LINK [HERE](#)), Appendix 3.

For quantitative results, we performed t-tests on the group means, and report statistically-significant differences between groups at the $p < .05$ level. For qualitative items, we used content analysis procedure, in which there is a descriptive approach to both coding of the data and interpreting the quantitative counts of codes, to code responses to open-ended items repeated from past surveys using the codebooks established for the 2019 survey. Open-ended responses for the previously used items were coded and tabulated quantitatively, and we report the most common responses. For new open-ended items, such as those in the COVID section, new codebooks were established using a grounded theory approach. The COVID questions were analyzed using thematic analysis approaches and presented in narrative form.

Results

During Spring of 2022, 2,273 UW-Madison TT faculty received 2022 wave survey instruments. Of those, 1,217 responded, for a 53.5% response rate (Table RR1).

Differential Response by Demographic Characteristics (Tables RR1-RR6)

The 53.5% response rate to the 2022 *Worklife* survey suggests that a large segment of TT faculty at UW-Madison are represented in survey responses. Although response rates did vary across different groups, the pool of respondents is fairly representative of the UW-Madison faculty.

Women were more likely than men to respond to the survey (58.7% for women versus 50.2% for men). Faculty of color responded at slightly lower rates than majority faculty, however, Black/African American and Asian faculty (whether US citizens or not) responded at much lower rates than other racial/ethnic groups. Faculty who are US citizens tended to respond at higher rates than non-citizen faculty (54.8% versus 48.1%).

Across different divisions, biological sciences faculty had the highest response at 58.3%, and Humanities faculty had the lowest at 46.8%. Comparing across schools and colleges, faculty in the School of Nursing had the highest response (85.7%), while faculty members from the Business School were least likely to respond (31.4%). Untenured and tenured faculty responded at almost identical rates, with little difference among ranks. See Table RR3 in the full report for demographic characteristics of respondents and non-respondents.

Hiring (Tables H1a-H2a)

Questions in this section examined TT faculty members' perceptions of UW-Madison during the hiring process, and aspects of the hiring process that may be experienced positively or negatively.⁵

TT faculty members were generally "very" satisfied with their overall hiring experiences and each of the hiring elements about which we inquired. The lowest level of satisfaction for the whole group came with their startup package, and they were most pleased with their interactions with search committees.

Almost every group experienced very slight declines in satisfaction with the hiring process between 2019 and 2022, although these were rarely statistically significant. This may not be surprising given the COVID pandemic and the increased use of Zoom meetings and the lack of

⁵ Only faculty who were hired (with or without tenure) after January 1, 2019 were included in this section.

in-person events in 2020-21. Some of the improvements included the increased satisfaction for faculty with disabilities with their search committee interactions, and faculty in the biological sciences division were significantly happier with their startup packages. At the same time, faculty in social science and arts & humanities departments were significantly *less* satisfied with their startup packages, as well as the efforts made to obtain resources for them. Some decline in departmental faculty efforts to meet the new hires was evident, and this reached significance for some groups (such as US citizens, and faculty with no disabilities.)

As in 2019, very few between-group differences in experience of the hiring process emerged in 2022. Perhaps the largest group difference was that LGBTQ+⁶ faculty were significantly less happy with the department's efforts to obtain resources, compared to their non-LGBTQ+ colleagues. LGBTQ+ faculty also reported significantly less satisfaction with their interactions with the search committee.

Climate⁷ (Tables DC1a-DC12a)

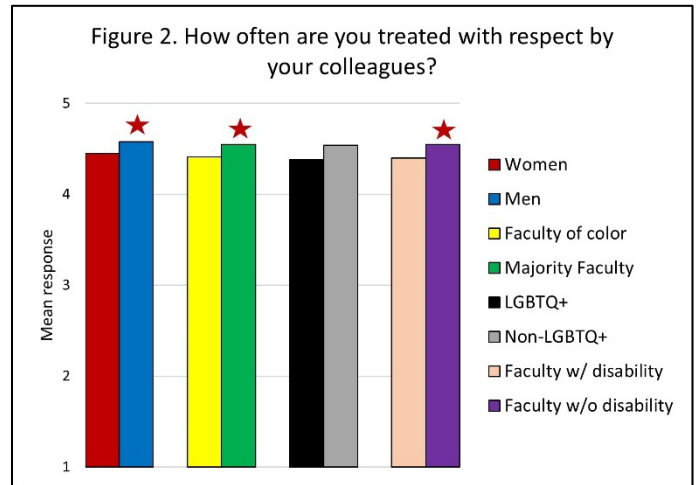
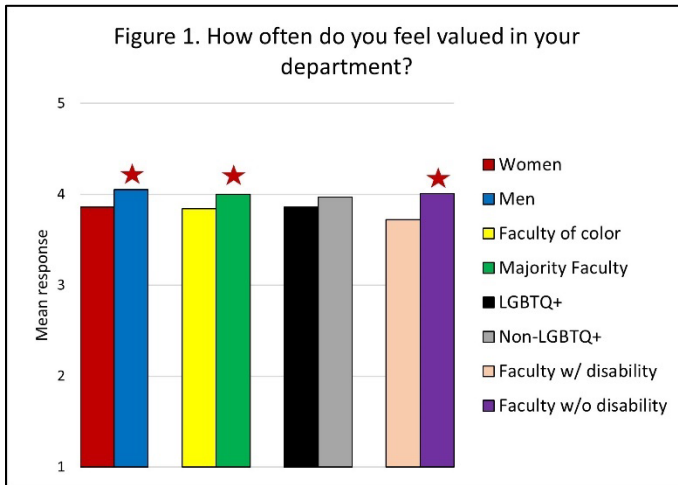
In this section, we asked faculty to assess their interactions with colleagues and others in their departments; provide their levels of satisfaction with those interactions; assess the extent to which they participate in departmental decision-making; and gauge the overall climate, the climate for women, faculty of color, and LGBTQ+ faculty all at the departmental level. The TT faculty as a whole reported a fairly positive personal experience of climate. For example, they were often or very often treated with respect by their departmental colleagues, students, staff, and chairs. They also felt they were solicited for their opinions on work-related matters, and that their research and scholarship were somewhat or very valued by their colleagues. New in 2022, we asked whether faculty felt valued, and like they belonged, in their department. The overall mean for these items is slightly lower than "often" (as opposed to "very often") which is somewhat surprising given the more positive scores on many other items.

Generally speaking, climate for identity subgroups that are underrepresented (defined by gender, race/ethnicity, LGBTQ+ status, and disability status) is typically reported to be less satisfactory than the climate for majority groups. Across all 31 measures of departmental/university climate, in 124 comparisons, only 6 indicated a better reported experience for the minority group compared to the majority, and none of these were statistically significant.

A typical finding can be seen in the following graphics. Figure 1 shows the significant differences in how faculty feel they are valued in their department, and Figure 2 shows differing perceptions of the extent to which faculty feel they are treated with respect by their colleagues. Gaps in mean perceptions appear for all four groups, and they are statistically significant for many groups (often, the LGBTQ+ gap is not significant, likely due to the lower sample size of our LGBTQ+ faculty population.)

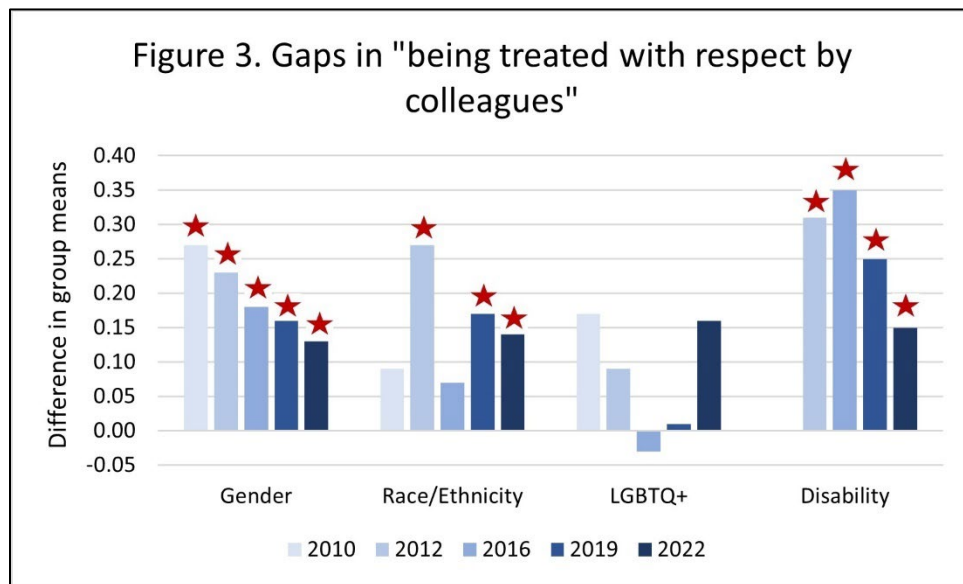
⁶ Lesbian, Gay, Bisexual, Transgender, and Queer. The '+' recognizes the limitless sexual orientations and gender identities used by members of the LGBTQ+ community.

⁷ Climate is defined by the Campus Climate Network Group (2002) as, "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."



Response choices for Figures 1 and 2: 1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Very often.
 ★ indicates significant difference, $p < .05$.

These patterns have been consistent across all seven waves of the *Study for Faculty Worklife* surveys. In 2022, we wanted to ascertain whether these gaps are decreasing at all over time. Given that the gaps are still pervasive and often significant, are we making any progress?

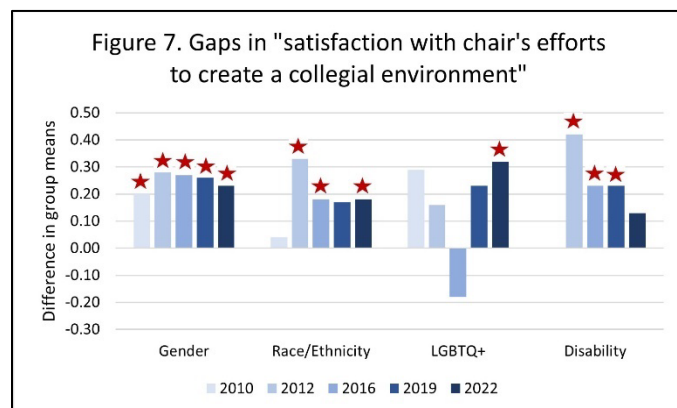
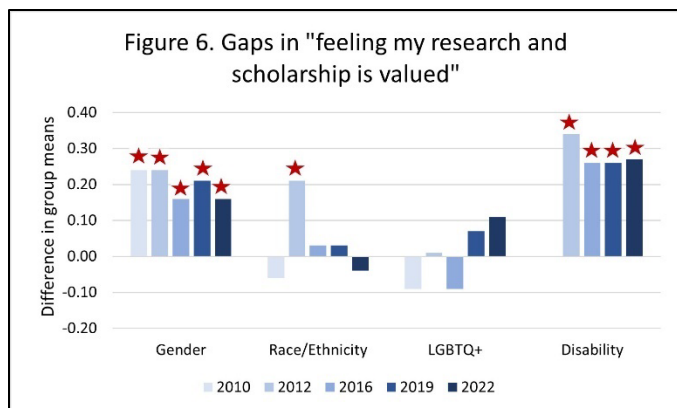
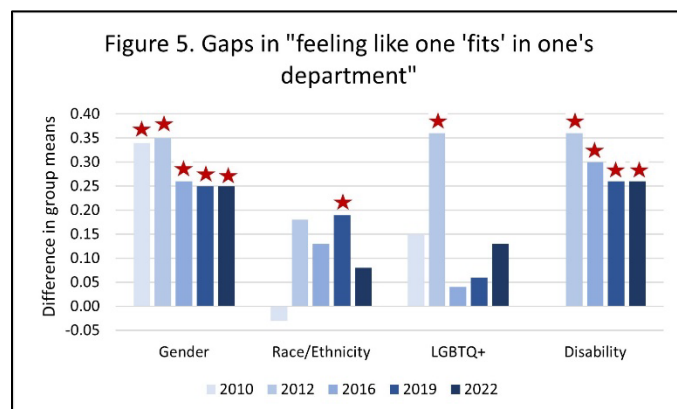
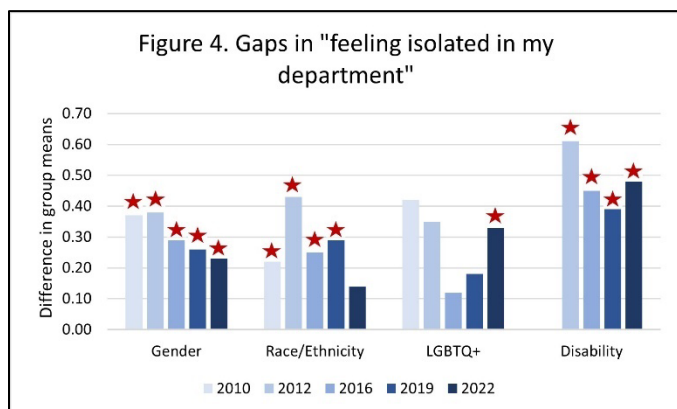


★ indicates significant difference between group means, $p < .05$.
 No measurement of disability status in the 2010 survey.

Figure 3 shows the size of gaps in perceptions of the "respect of colleagues" item from 2010 through 2022. A clear trend of decreasing gaps on this measure is seen for women vs. men, faculty of color vs. majority faculty, and faculty with disabilities vs. those without. The trend for LGBTQ+ gaps compared to non-LGBTQ+ faculty is less clear. For this group, it appears that things were improving, until perhaps 2019 or 2022, when gaps re-emerged.

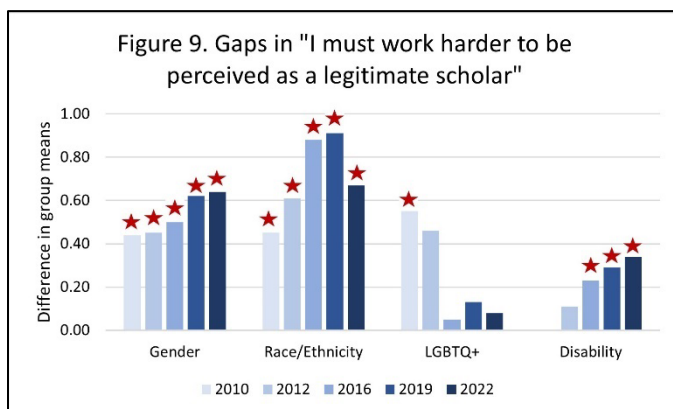
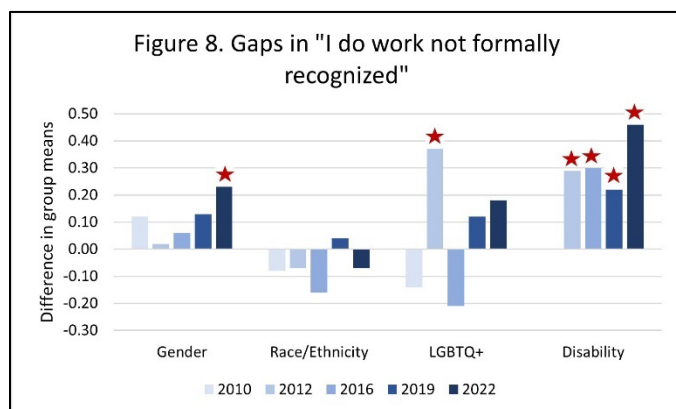
Examining the same trend graphs for measures of climate in other areas, we see similar patterns. For example in the area of feeling excluded or isolated, the gaps in "feeling isolated in the department" show a similar pattern, with generally decreasing gaps for women and faculty of

color. The u-shaped pattern for LGBTQ+ faculty emerges, and for faculty with disabilities we also see the gap increase in the latest survey (Figure 4). Similar patterns emerge in items about general feelings of inclusion (Figure 5), feeling one's work is valued (Figure 6), and satisfaction with one's department chair (Figure 7).



★ indicates significant difference between group means, $p < .05$.
No measurement of disability status in the 2010 survey.

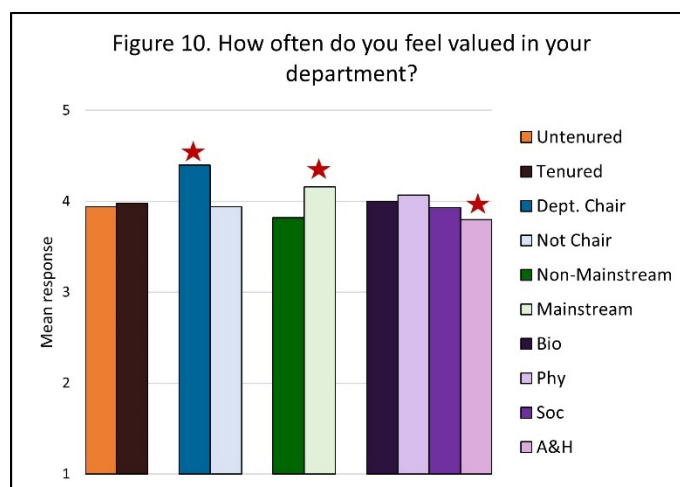
Despite the optimism for many of the areas of climate we measure, in the area of “feeling my work is valued”, some distressing trends are emerging—gaps are widening for underrepresented faculty. Figures 8 and 9 show these trends for the items “I do work that is not formally recognized in my department”, and “I must work harder than my colleagues to be perceived as a legitimate scholar.” It is notable in Figure 8 that faculty of color do not feel they are doing unrecognized work, particularly in the past two years when the differential impact of the pandemic in addition to the country’s racial reckoning have clearly had an impact on the workload of faculty of color. Hopefully the trends in Figure 8 indicate that the department sees and rewards this work. However, women faculty, LGBTQ+ faculty, and faculty with disabilities are increasingly feeling like they are doing unrecognized work. Figure 9 shows how our underrepresented faculty are increasingly feeling like their legitimacy as scholars is being questioned. Fortunately, this is one area that is not getting worse for our LGBTQ+ faculty.



★ indicates significant difference between group means, $p < .05$.
 No measurement of disability status in the 2010 survey.

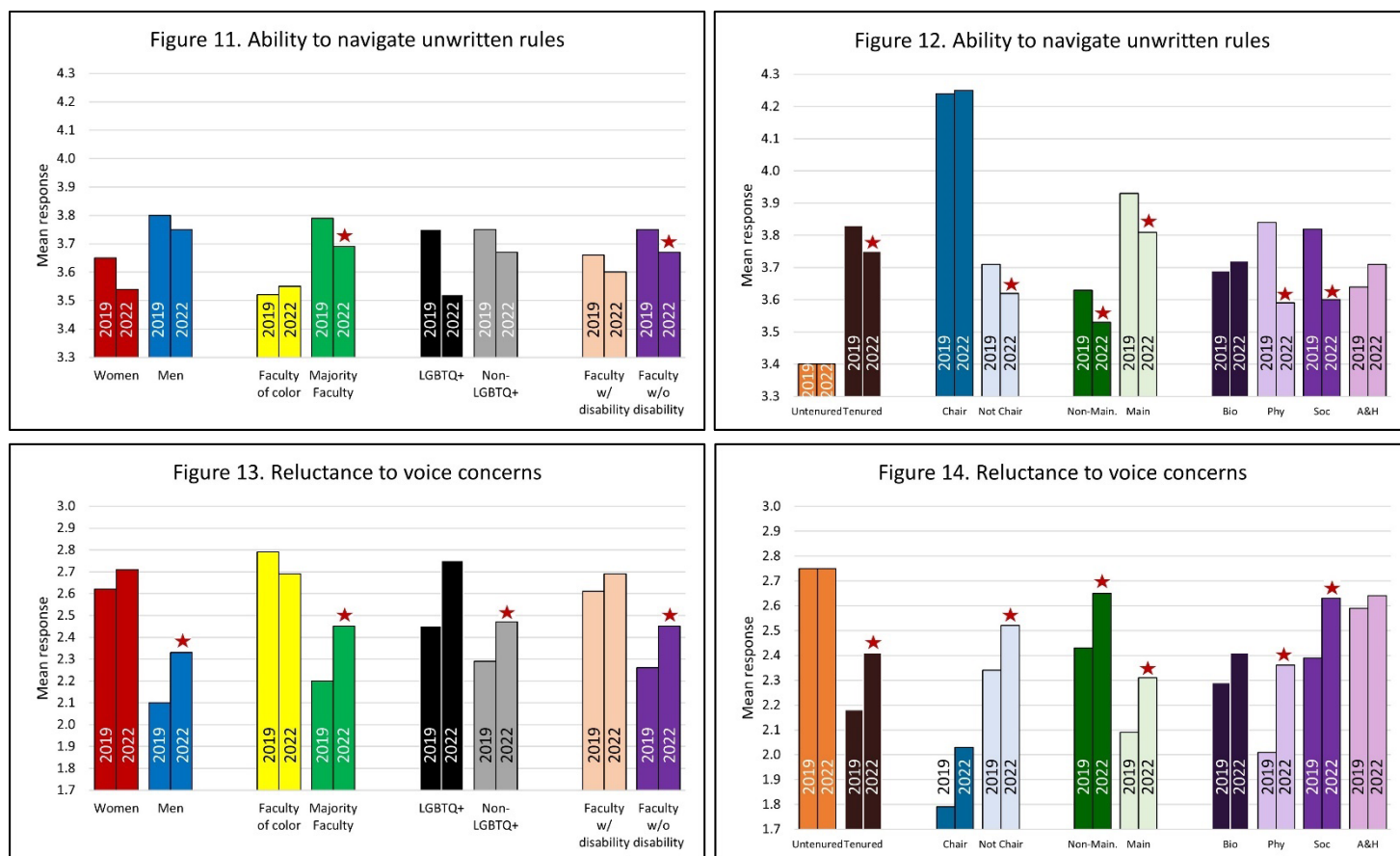
In summary, for many of the important measures of departmental climate, we are seeing a trend towards improvement, particularly for women and to a lesser extent for faculty of color and faculty with disabilities. LGBTQ+ faculty had appeared to show climate improvements in the early 2010s, but these have significantly reversed in 2019 and 2022, and is clearly an area for concern. Also an area of concern are some of the items indicating how the department values the scholarship of our underrepresented faculty groups.

In addition to looking at identity-based group differences, we also looked at other statuses that could affect the perceptions of climate, such as tenure status, division, whether one's research is out of the "mainstream" of the department, and whether one is a department chair. These differences are very similar to past studies. Overall, faculty in biological and physical sciences tend to be most satisfied with departmental climate, compared to their colleagues in social sciences and arts & humanities. Faculty who self-report that their research is outside the mainstream of their department respond in consistently negative ways to the climate items compared to their "mainstream research" counterparts. Untenured faculty have mixed results with better measures on some items such as feeling welcomed, included, and feeling their work is respected, but lower measures on items such as feeling respected by students or having a voice in departmental decision making. The faculty with the highest levels of satisfaction with department climate are those currently serving as department chairs. Figure 10 below is a typical example of these trends.



Response choices for Figures 10: 1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Very often.
 ★ indicates significant difference, $p < .05$. ↓ indicates significant change from 2019, $p < .05$.

Two climate items showed a great deal of change from 2019 to 2022 for almost all faculty, in contrast to all the other items. In 2022, faculty felt significantly less “able to navigate unwritten rules” compared to 2019, while they were significantly more likely to indicate “reluctance to voice concerns.” Figures 11-14 show these trends for identity groups as well as other groupings of faculty at UW-Madison.

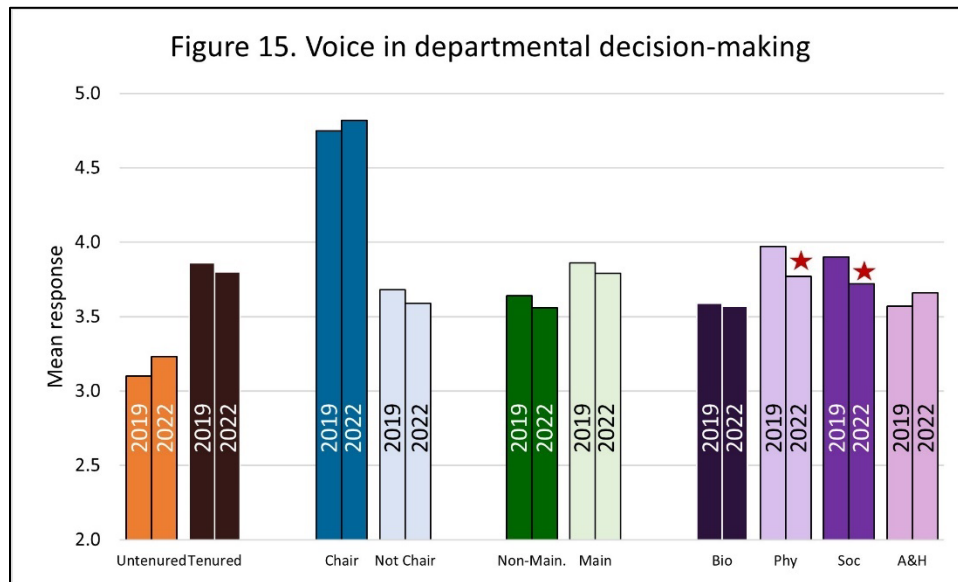


Response choices for Figures 11-14: 1=Not at all, 2=A little, 3=Somewhat, 4=Very, 5=Extremely.

★ indicates significant difference between 2019 and 2022, $p < .05$.

These trends in encountering unwritten rules, and feeling a reluctance to voice concerns, appears to be more keenly experienced by majority demographic groups, tenured faculty, and faculty in the physical and social sciences. Of note, faculty of color are the only group who exhibit opposite trends on both of these items, although those changes from 2019 to 2022 are not significant. But note, faculty of color indicate the lowest ability to navigate unwritten rules and the highest reluctance to voice concerns of almost any faculty group studied.

A series of five items measures satisfaction with departmental decision-making, and the findings in 2022 are quite similar to those in past surveys. Minoritized demographic groups and those doing non-mainstream research are the least happy with departmental decision-making processes. Perhaps the biggest change from 2019 on these items was by division; faculty in physical and social sciences were significantly less likely to agree that they have a voice in departmental decision-making (Figure 15), although note that their levels of voice in 2022 is decreasing to the levels reported by faculty in other divisions.

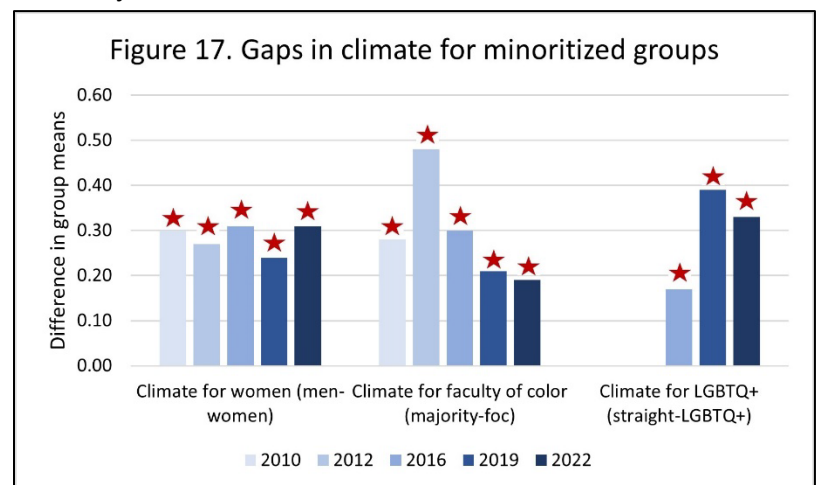
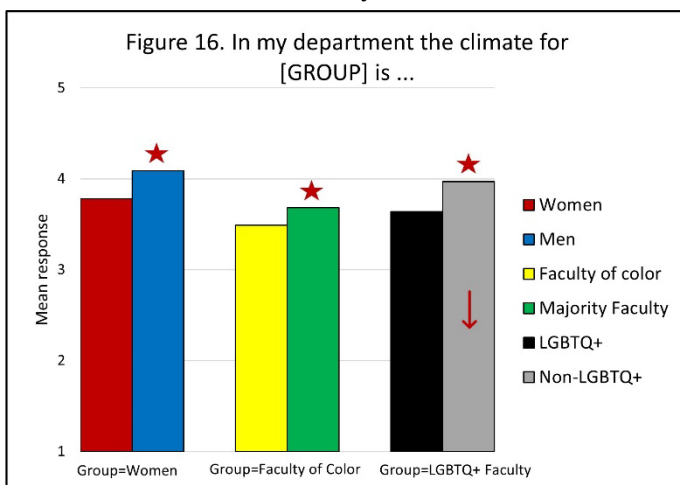


Response choices for Figures 11-14: 1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Almost always.

★ indicates significant difference between 2019 and 2022, $p < .05$.

A series of four items measures general climate—overall, and as experienced by minoritized groups in the department (women, faculty of color, and LGBTQ+ faculty.) For these items, we typically see that a majority group will overestimate the climate for their minority colleagues on a given dimension of diversity, and that department chairs will over-estimate the climate for these groups the most. These overestimations in acknowledging the climate experienced by minoritized groups make it difficult to improve that climate, if the majority groups do not even recognize there is a problem.

This pattern holds in 2022, as shown in Figure 16. Note that in 2022, majority faculty and non-LGBTQ+ faculty significantly reduced their assessments of the climate for faculty of color and LGBTQ+ faculty, respectively. If faculty of color and LGBTQ+ faculty hold steady (or even improve) their assessment of climate for their own group, then this should help close the gap in perceptions. In Figure 17, we show the trend in gaps in assessment of climate for women, faculty of color, and LGBTQ+ faculty. Indeed, there does seem to be a closing of the gap for LGBTQ+ and faculty of color, but not for women faculty.

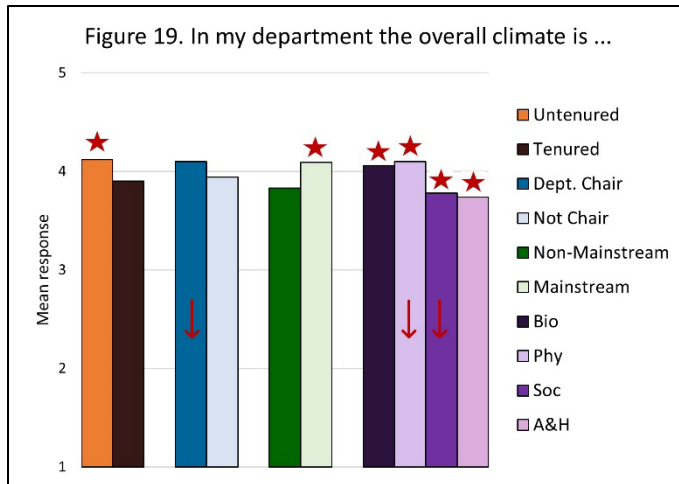
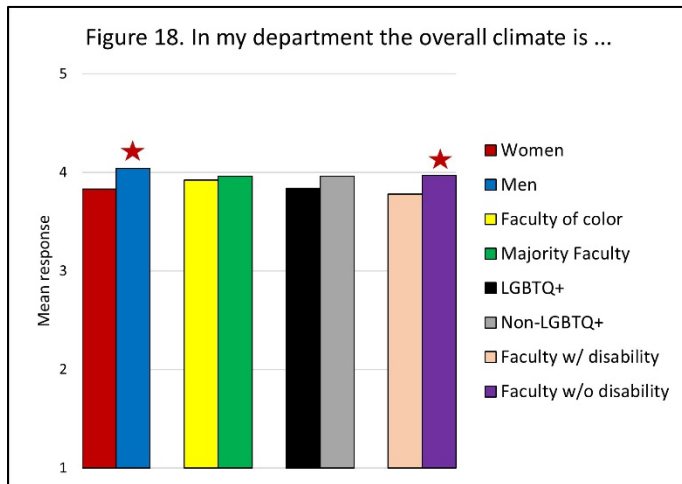


Response choices for Figures 16-17: 1=Very negative, 2=Negative, 3=Mediocre, 4=Positive, 5=Very positive.

★ indicates significant difference between groups and ↓ indicates significant change from 2019, $p < .05$ (Figure 16).

★ indicates significant difference between 2019 and 2022, $p < .05$ (Figure 17).

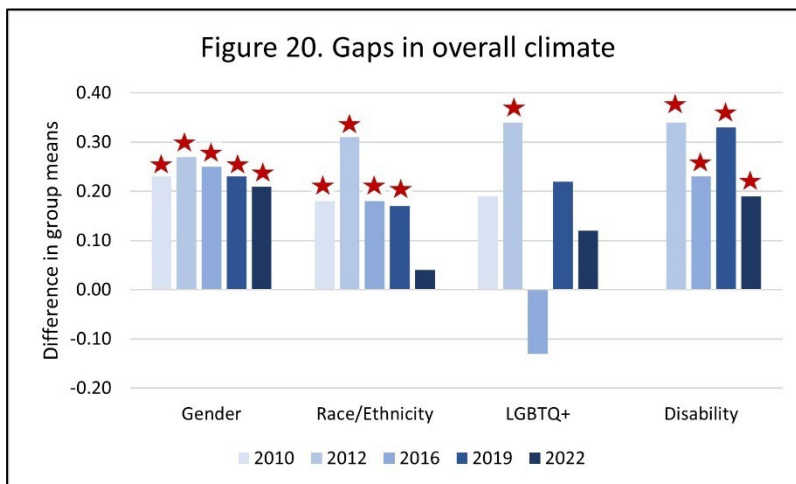
Finally, we turn to our item asking for an overall assessment of climate in the department, as defined by the campus climate working group in 2002. We see our familiar pattern of gaps for the demographic minority faculty, although these are only statistically significant for women and for faculty with disabilities (Figure 18), with no change between 2019 and 2022. For other groups, again we see familiar patterns with untenured faculty rating the climate better than their tenured colleagues, department chairs higher than non-chairs, those doing mainstream research higher than non-mainstream researchers, and faculty in biological and physical sciences rating their department climates better than faculty in social science and arts & humanities fields. Note that the assessment of climate significantly decreased for three groups between 2019 and 2022: faculty in physical sciences, faculty in social sciences, and department chairs (Figure 19).



Response choices for Figures 18-19: 1=Very negative, 2=Negative, 3=Mediocre, 4=Positive, 5=Very positive.

★ indicates significant difference, $p < .05$. ↓ indicates significant change from 2019, $p < .05$.

Assessing change over time for gaps in overall climate, a hopeful pattern emerges (Figure 20). Despite the increasing gaps we see for our LGBTQ+ faculty in many measures of climate, the overall pattern seems to be a decreasing gap. Women faculty show a decreasing gap in climate assessment as well, even though the gap between women and men faculty in their assessment of climate *for women* is getting worse. Gaps for faculty with disabilities are lower than they were in 2019, but the overall trendline since 2012 is mixed. Most encouraging, for the first time since we have been measuring, there is no significant gap in the overall assessment of climate in the department for faculty of color and majority faculty.



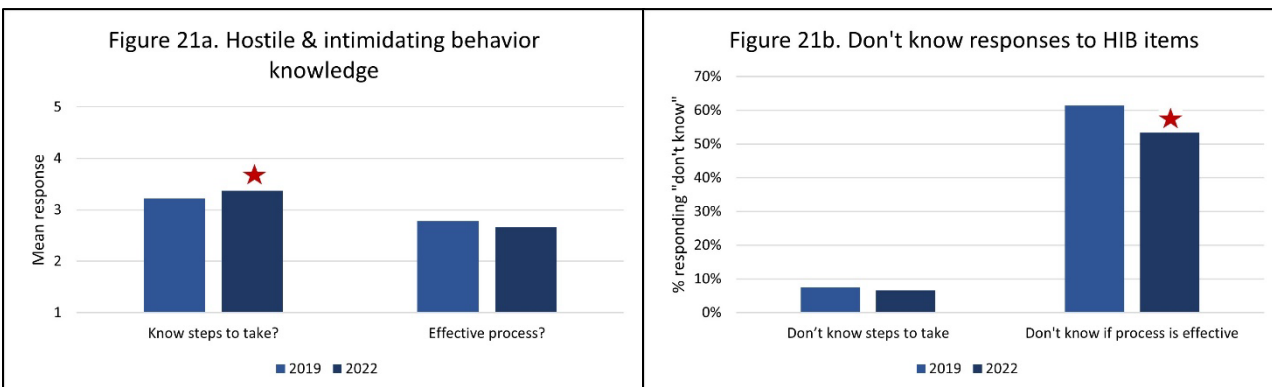
★ indicates significant difference between group means, $p < .05$.
No measurement of disability status in the 2010 survey.

Harassment: Sexual Harassment and Hostile & Intimidating Behavior (Tables SH1a-SH5a; HIB1a-HIB6a)

Due to the COVID-19 pandemic, we were very interested to see how (if at all) reporting of harassment issues might have changed from 2019. In terms of incidence of sexual harassment (SH) and hostile and intimidating behavior (HIB), we saw slight but non-significant declines in experiences of these behaviors (however, untenured faculty reported a significant reduction in incidence of SH between 2019 and 2022, from 9.83% to 4.79%). The same is true for witnessing of HIB, which also showed non-significant declines for most groups in the analysis. Significant differences in experiencing these behaviors continue to exist, with women, LGBTQ+, faculty with disabilities, and faculty doing non-mainstream research reporting significantly higher incidence of both HIB and SH in 2022 than their counterparts. HIB is experienced very differently by division as well, with faculty in social science and arts & humanities departments reporting significantly higher levels of HIB than biological or physical sciences. Of note, department chairs report the highest levels of experiencing HIB than any group (54.17% of chairs report having one or more experience of HIB in the past three years).

The UW-Madison has policies and processes in place for managing both SH and HIB, whether one is a target of these behaviors or witnesses them. We track the knowledge of these processes and about SH and HIB in general to gauge how well our community is working together to eradicate these behaviors. For SH, there is very little change in our community's beliefs about how seriously SH is treated on campus, how well one knows the steps to take if someone comes to you with a SH problem, and how effective the process is for resolving SH complaints. There is an overall decrease in how common our faculty believe sexual harassment is on campus, but at the same time, significantly more people just don't know how common it is compared to 2019. There is also a significant increase in the numbers of faculty who "don't know" how seriously SH is treated on campus.

Progress in educating our campus community about HIB is mixed. We see a significant increase in the degree to which faculty "know the steps to take if a person comes to you with concerns about HIB." Simultaneously, we see decreases in whether faculty think the process for resolving HIB is effective, combined with a significant *increase* in the numbers of faculty willing to offer an opinion on this question (that is, significantly fewer "don't know" answers to the item) (Figures 21a and 21b). Typically, a decrease in the number of people who respond "don't know" is a good thing, but when that increase in knowledge is tied to a decrease in confidence with the process, it could indicate a need for either reviewing the policy or promoting it in a way that assures faculty that it is effective.



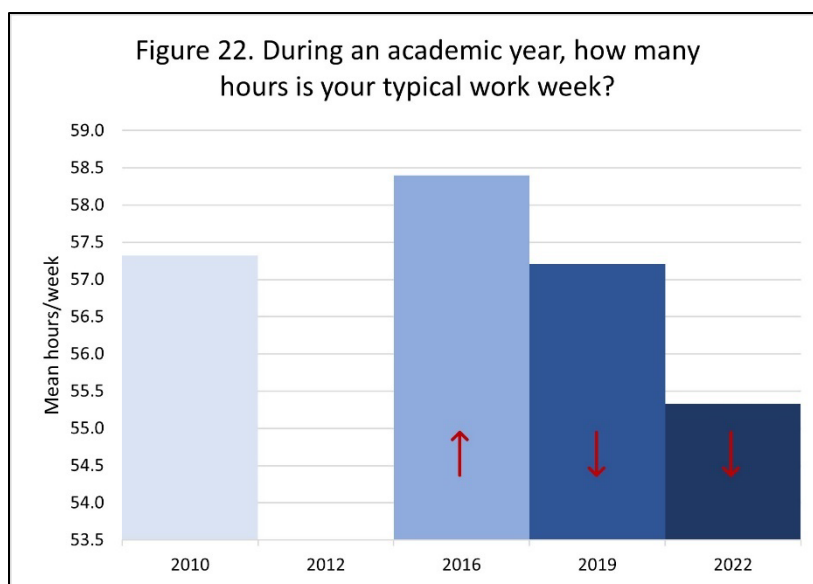
Response choices for Figures 21a-21b: 1=Not at all, 2=A little, 3=Somewhat, 4=Very, 5=Extremely, or 6=Don't know.

★ indicates significant difference between 2019 and 2022, $p < .05$.

Finally, a new item in 2022 asked “how comfortable are you voicing concerns” about both SH and HIB types of harassment. Overall, faculty were slightly more comfortable voicing concerns about SH vs. HIB, with the groups who experience these behaviors the most (women, LGBTQ+, faculty with disabilities, faculty doing non-mainstream research) significantly less-likely to be comfortable raising these issues, for both types of harassment. For HIB, despite being the most likely to experience HIB, department chairs were also the group most comfortable voicing concerns about HIB.

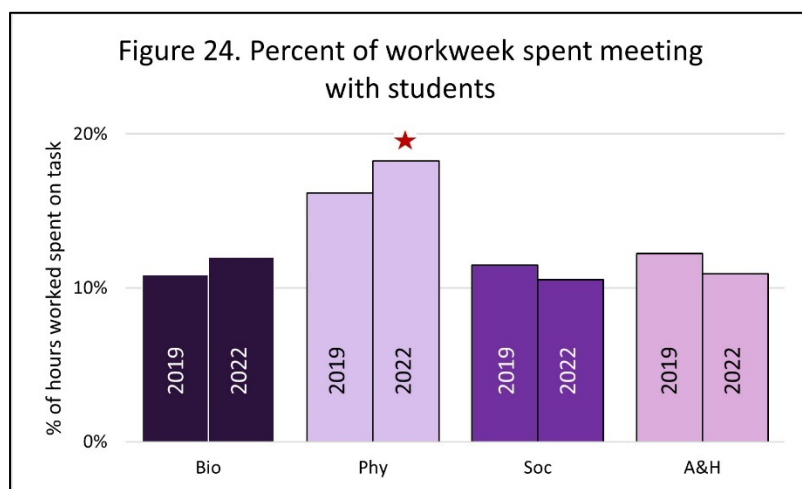
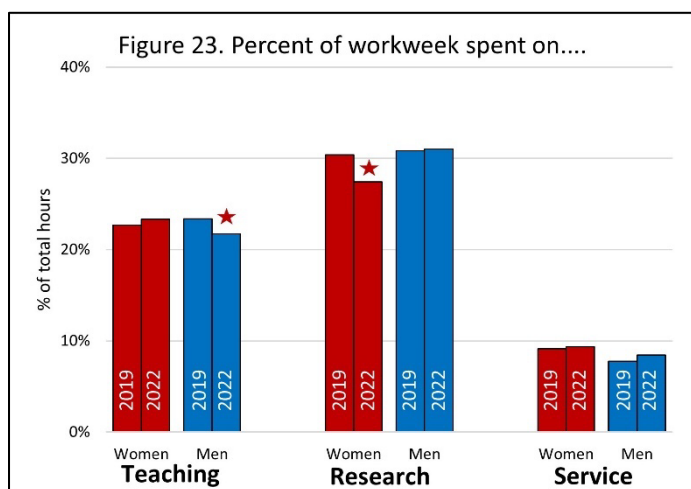
Workload and Productivity (Tables W1a-W11a)

The most notable change in faculty workload and productivity between 2019 and 2022 is that faculty report working almost two hours less per week in 2022 than they did in 2019, from a mean of 57.2 hours in 2019 to 55.3 hours in 2022, Figure 22). This downward trend was observed for almost all faculty subgroups. Faculty of color no longer report the longest working hours of any group (aside from department chairs) as they did in 2019. There are actually very few significant group differences at all on working hours, except a few by discipline.



↑ ↓ indicates significant difference from prior measure, $p < .05$. Hours/week not measured in 2012.

How faculty are spending that time on their various job duties did not change appreciably overall. A significant increase in time spent on extension/outreach activities likely arises due to the inclusion of Extension faculty in our survey for the first time. Two especially interesting group differences emerge from the distribution of time data. First, women faculty significantly decreased the percentage of time they spend on research (while men had a slight non-significant increase in research time), and men faculty had a significant decrease in time spent on teaching, while women had a slight increase in teaching time (Figure 23). Second, faculty in biological and physical science departments spent significantly more time meeting/communicating with students, while social science/arts & humanities faculty spent significantly less time with students (Figure 24).

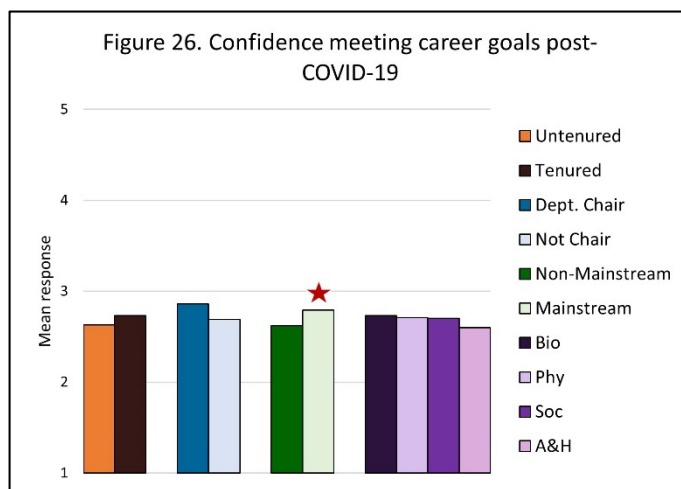
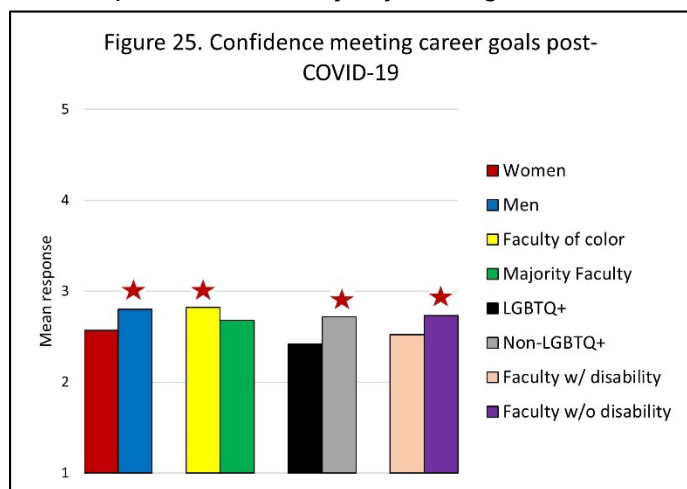


★ indicates significant difference between 2019 and 2022, $p < .05$.

Faculty submitted approximately the same number of journal articles and grant proposals in 2022 as compared to 2019, and although we see some of the typical group differences (e.g., men submit more papers and grants than women, etc.), there does not appear to be a differential increase or decrease across any group over time. However, all faculty submitted fewer conference papers/presentations, authored books, edited books, book chapters, and “other scholarly or creative works” compared to 2019. Given the COVID-19 pandemic, this is likely not a surprising finding; the surprise is the lack of decline for journal papers and grants.

COVID-19 Pandemic Effects (Tables COVID1a-COVID3a)

We added three items to the 2022 *Study of Faculty Worklife* instrument to ascertain how the COVID-19 pandemic has affected faculty careers at UW-Madison. A Likert-scale item assessed confidence in meeting career goals now, compared to confidence before the pandemic. Most faculty responded that they were either “somewhat less confident” or had “no change” to their confidence, with women, LGBTQ+ faculty, faculty with disabilities, and faculty doing non-mainstream research indicating they had less confidence than their counterparts. Faculty of color, on the other hand, had significantly more confidence they could meet their career goals compared to their majority colleagues.



Response choices for Figures 25-26: 1=Much less confidence now, 2=Somewhat less confident now, 3=No change, 4=Somewhat more confident now, 5=Much more confident now. ★ indicates significant difference between groups, $p < .05$.

We also asked two open-ended items, so that faculty could tell us more about the effects that COVID-19 is having on their professional trajectories, and make suggestions for support from the UW-Madison. 85% of respondents wrote something for these items. In response to item q21, about long-term impacts of COVID on one's professional trajectory, the most common response was that some element of the faculty member's research program was affected. Most responses were general or vague (i.e., just wrote "research impacts"), but many were very detailed. Faculty wrote about barriers to publishing. They wrote about the problems with maintaining the lab during COVID—including personnel, students, equipment/supplies, and productivity—as having longer-term effects. Finally, the restrictions on travel and just research restrictions more generally made it difficult to conduct research as planned and set the faculty member back.

A sizeable number of respondents wrote in "none" or "N/A" to this item. Faculty who are men, report no disabilities, do not identify as LGBTQ+, are US citizens, have no caretaking duties, and/or are full professors are more likely to indicate that the pandemic had no long-term impact on their careers. In contrast, faculty who are women, have a disability, identify as LGBTQ+, are non-US-citizens, have caretaking duties, and/or are assistant professors are much less likely to say they had no long-term effects of COVID on their careers.

Other categories of responses to item q21 that generated many mentions are important to consider. Workload issues were mentioned frequently, with burnout specifically mentioned as a long-term concern for a sizeable number of respondents. Effects of the pandemic on students—especially the progress of students and trainees in their graduate programs—was a frequent response despite the fact that the question itself was about the faculty member's own career. Long-term effects on funding, particularly funding gaps, were mentioned frequently. Finally, a great many faculty wrote about long-term disruptions to their professional networks. Not attending conferences and curtailing the building of research-related relationships and collaborations had long-term career impacts for many faculty.

In item q22, respondents suggested potential actions the University could take to alleviate these long-term effects. Faculty most often indicated that increased funding would be most helpful—particularly funding for research that was interrupted or continues to be affected by the pandemic, as noted in the previous item. Faculty also indicated that adding the benefit of teaching releases would be of assistance, likely as a way to address the losses to research productivity cited in item q21. Many faculty responded "none" or "N/A" to this item as well—either because the pandemic did not affect their career, or because they had no ideas for policy change. Finally, tenure and promotion policies were mentioned very often by faculty. Most wanted to share that the COVID-related extensions were helpful, but many also wanted to emphasize the need for post-pandemic recalibrating of tenure expectations, given the long-term effects on research productivity highlighted in item q21.

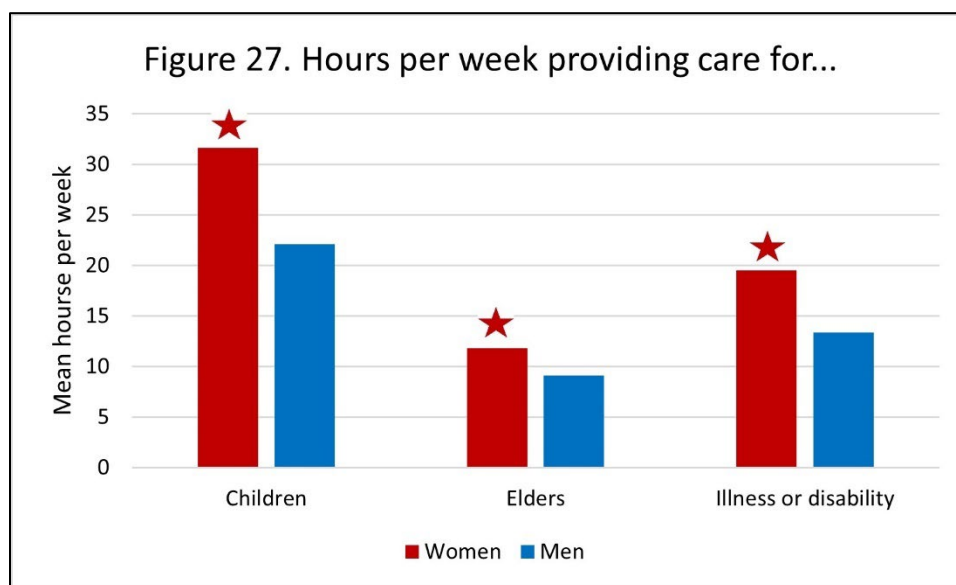
WISELI will be continuing to analyze these data, paying particular attention to the differential impacts and suggested supports for groups that are most highly impacted by the disruptions of the COVID-19 pandemic. Women faculty, LGBTQ+ faculty, faculty with disabilities, caregivers, and untenured faculty are particular groups of concern. Faculty of color, while having high confidence in meeting career goals post-pandemic (Table COVID1a), have also identified

specific impacts and suggestions for supports. Separate, detailed analyses of these data will be provided in upcoming report(s).

Caregiving (Tables C1a-C6a)

In addition to direct effects of the pandemic disruption to faculty careers, many indirect effects may have been experienced due to the increased caregiving burdens many faculty experienced over this time. We included several items to help understand how caregiving, in particular, affected faculty careers in the pandemic period.

Over 50% of our faculty reported that they had “significant” caregiving responsibilities in the three years prior to the survey. Not surprisingly, women faculty reported significantly higher rates of significant caregiving compared to men (59.5% vs. 47.2%). No other significant group differences emerged, except that faculty in physical sciences reported significantly less caregiving duties compared to faculty in other divisions. For those who reported significant caregiving duties, most of the time spent on the care was for children (a mean of 26.6 hours per week), followed by caring for a person with an illness or disability (16.9 hours/week) and caring for elders (10.5 hours/week.) Again, not surprisingly, women performed significantly more caregiving hours per week for each of these groups compared to men (Figure 27.) LGBTQ+ faculty and untenured faculty also spent more hours per week caring for children compared to their non-LGBTQ+ and tenured colleagues. Non-US citizens spent less hours per week caring for elders compared to their counterparts. Otherwise, no other significant group differences emerged in the caregiving hours for others.



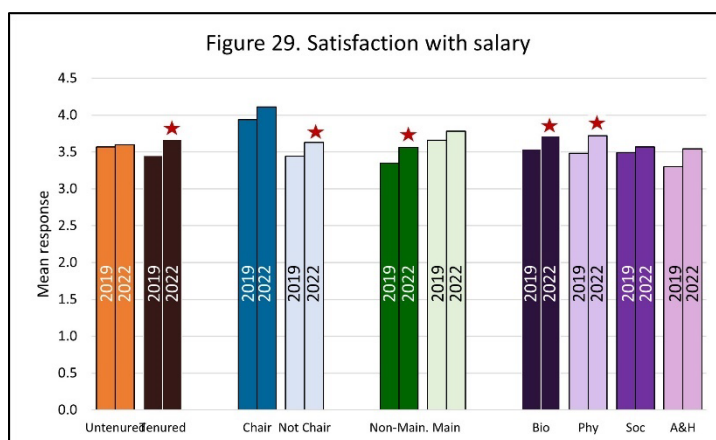
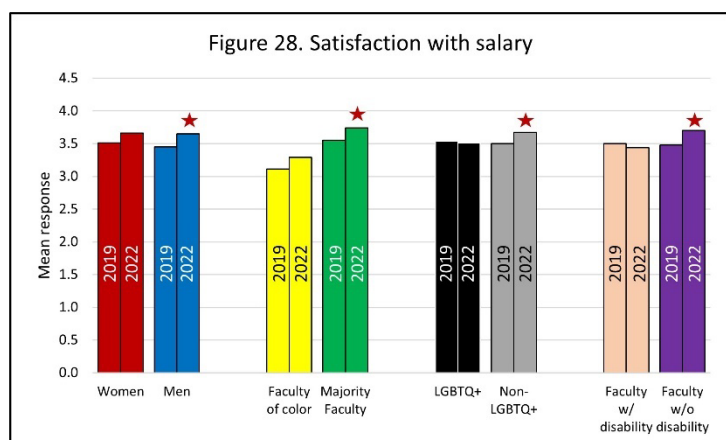
Finally, we asked how caregiving duties might have affected faculty members’ professional lives. General “reduced productivity” was the highest-selected problem, followed by decreased work hours, delay in loss of research projects, and turning down or losing career advancement opportunities. These impacts were higher for women faculty for all of the suggested professional impacts of caregiving, and untenured faculty for most of them. Faculty of color, LGBTQ+ faculty, and faculty with disabilities also reported larger impacts of all of the impacts, although likely due to smaller numbers these differences did not always reach significance (Tables C4a-C5a).

Satisfaction (Tables S1a-S6a)

In this section, we asked faculty members about their satisfaction with being a faculty member and their career progression at UW-Madison; with the resources that support their research and scholarship, teaching, clinical work, and extension and outreach; and with their salaries and benefits. In open-ended items, we asked them to share what factors both contribute to and detract from their satisfaction at UW-Madison.

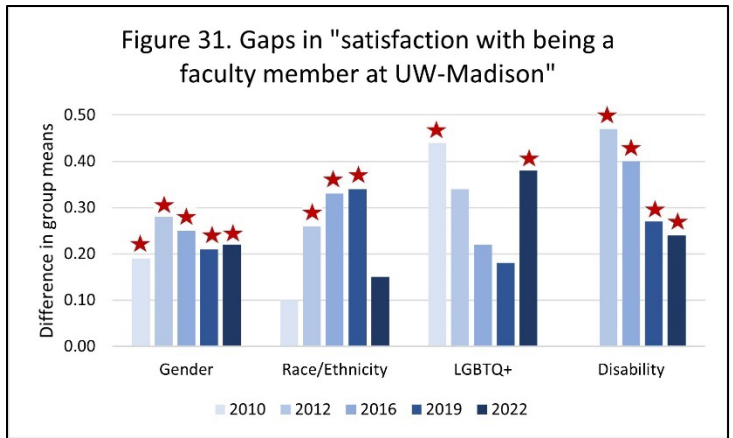
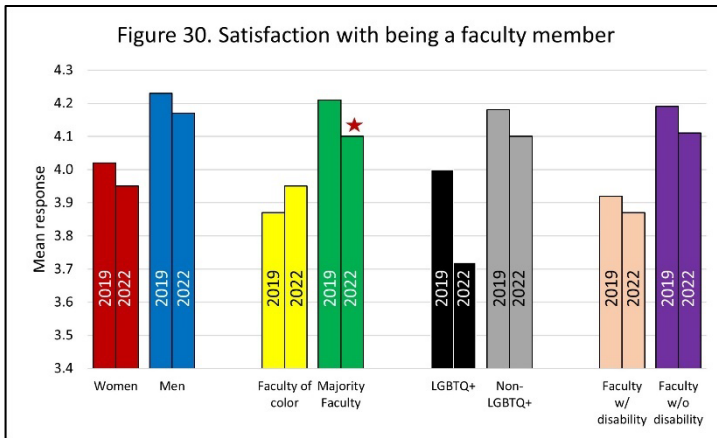
In the 2019 survey, virtually all faculty had reported a significantly increased satisfaction with the resources UW-Madison provides to support research and scholarship, as well as teaching. In 2022, those high satisfaction levels did not change, except that satisfaction with extension/outreach resources increased significantly. Very few group differences emerged, but a couple of them are worth noting. In 2022, women faculty reported significantly less satisfaction with resources to support teaching, compared to men. Their assessment of resources decreased from 2019 while men's increased. Combined with the increased time women faculty report spending on teaching, perhaps this lack of teaching resources is creating the emerging disparities in teaching we see, by gender. LGBTQ+ faculty, faculty with disabilities, and non-mainstream research faculty also report less satisfaction with both teaching resources and research resources, but the gaps are not always significant for LGBTQ+ faculty. Non-mainstream research faculty also are significantly less satisfied with extension/outreach support. These faculty may be more likely to do community-based research or other forms of non-traditional research—this lack of support for that work could be a reason for the general sense of dissatisfaction these faculty feel overall. Finally, the group that consistently reports the highest levels of satisfaction with all resources is untenured faculty (Tables S1a and S2a).

In 2022, a significant increase in satisfaction with salary was observed for almost all faculty in all groups, see Figures 28 and 29. Faculty satisfaction with salary has been steadily increasing since 2012, when the mean response was between “somewhat dissatisfied” and “neither satisfied nor dissatisfied.” In 2022, for the first time we have asked about faculty satisfaction with benefits. Most faculty are “somewhat satisfied” with the benefits at UW-Madison, however faculty of color, non-US citizens, faculty with disabilities, and untenured faculty are less satisfied with the benefits compared to other groups (Table S3a). Interviews with faculty in these groups might help illuminate the issues with benefits that need addressing.



Response choices for Figures 28-29: 1=Very dissatisfied, 2=Somewhat dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Somewhat satisfied, 5=Very satisfied. ★ indicates significant difference between 2019 and 2022, $p < .05$.

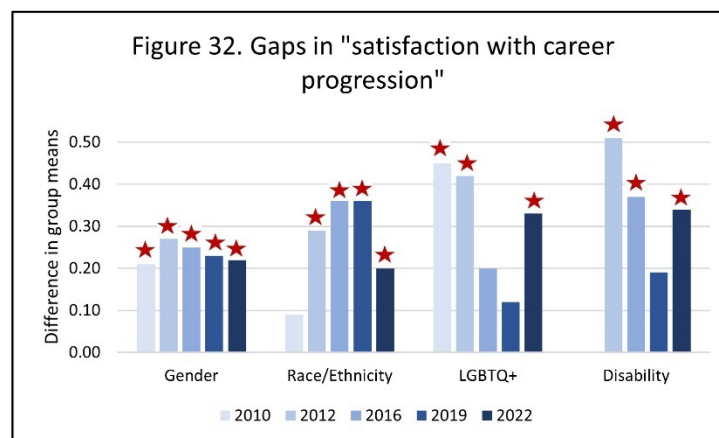
Overall satisfaction with being a faculty member at UW-Madison had small decreases for almost every group between 2019 and 2022, occasionally significant decreases. The familiar group differences between women and men, LGBTQ+ and non-LGBTQ+, faculty with disabilities and those without, and non-mainstream researchers vs. others appear as usual in 2022, however, the significant gap in satisfaction between faculty of color and majority faculty disappeared, because satisfaction slightly rose for faculty of color between 2019 and 2022, while it declined significantly for majority faculty (Figure 30). An analysis of the gaps over time in job satisfaction for faculty show this decreasing gap for faculty of color, and also a hopeful decrease in the gaps for faculty with disabilities. Unfortunately, the gap in job satisfaction appears to be slightly increasing for women faculty, and greatly increasing for LGBTQ+ faculty—a trend we have noted throughout this report (Figure 31).



Response choices for Figures 30-31: 1=Very dissatisfied, 2=Somewhat dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Somewhat satisfied, 5=Very satisfied. ★ indicates significant difference between 2019 and 2022 (Figure 30).

★ indicates significant difference between groups, $p < .05$. No measurement of disability status in the 2010 survey (Figure 31).

Satisfaction with career progression also declined for almost all faculty groups, and many of these declines were large enough to reach statistical significance (Table S4a). Of note, LGBTQ+ and faculty with disabilities saw particularly large decreases between 2019 and 2022, although these were not statistically significant. These large decreases led to increased gaps in career progression satisfaction between LGBTQ+ and non-LGBTQ+, and faculty with and without disabilities (Figure 32). Gaps for women, and for faculty of color, appear to be decreasing.



★ indicates significant difference between group means, $p < .05$. No measurement of disability status in the 2010 survey.

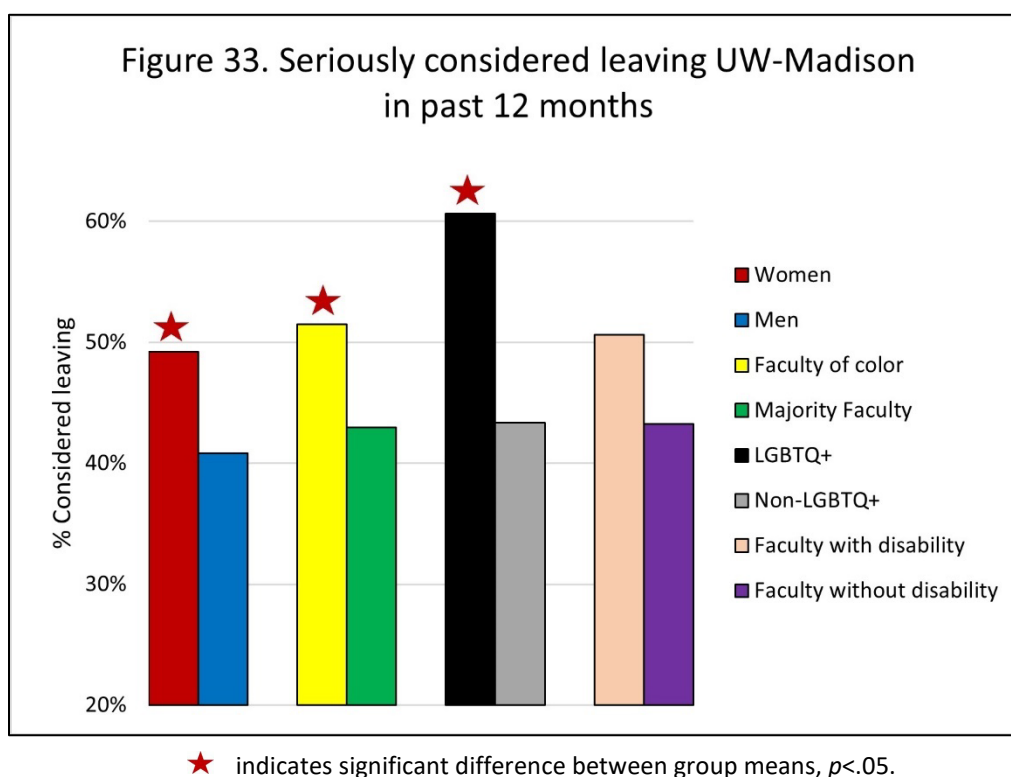
We asked faculty two open-ended questions about the reasons contributing to, and detracting from, their satisfaction with UW-Madison. Because we administered the survey in both paper and online formats, the online format allowed faculty to write in a great deal more in 2022 than in previous years. We used the same codebook as in the past, enabling comparisons over time.

Faculty at UW-Madison show the most satisfaction with “University-level factors”, with over 60% of the write-in comments related to issues such as the quality of relationships with students, opportunities for collaboration, and superior facilities and resources at UW-Madison. Interestingly, these “University-level factors” actually were mentioned slightly less in 2022 than they were in 2019. The category of satisfaction that increased dramatically since 2019 was factors related to the “Nature of the faculty job,” such as teaching opportunities, research opportunities, flexibility, and ability to make a difference (Table S5a).

Faculty shared a great many areas for dissatisfaction with their employment at UW-Madison as well; there was no single category of response that was mentioned overwhelmingly (Table S6a). In the largest categories of response, faculty mentioned “Bureaucracy”, being “Overworked”, or a “Miscellaneous” category mentioning a variety of things that did not fit into other categories (e.g., faculty said “no complaints”, stated pandemic-related complaints, or “lack of IT”). Faculty who said that they were dissatisfied with their “Salary” decreased quite a bit from 2019 (corroborating the quantitative finding reported above), while faculty who mentioned being “Overworked” as an area of dissatisfaction increased appreciably since 2019. Complaints about “Bureaucracy” and “HIB” increased from 2019 to 2022, while complaints about the “Department” or the aforementioned “Miscellaneous” complaints decreased since 2019. Otherwise, responses to the dissatisfaction open-ended item were similar to those in 2019.

Intent to Leave (Tables I1a-I14a)

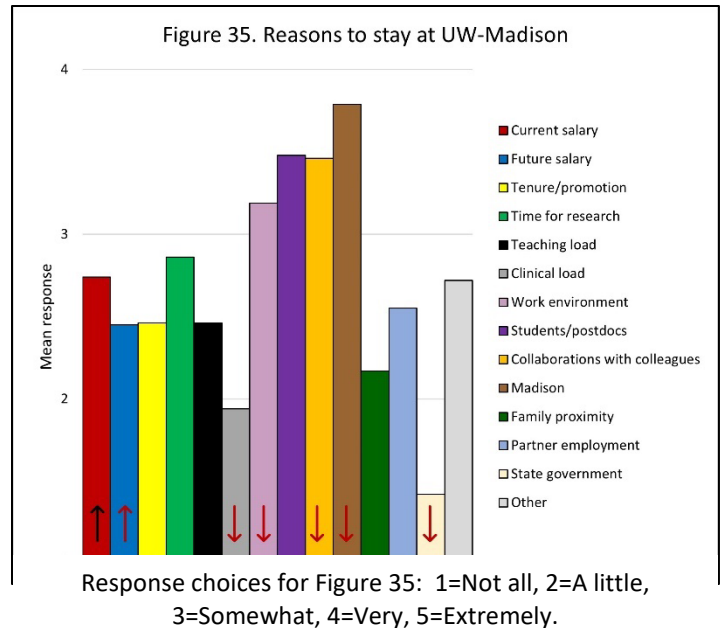
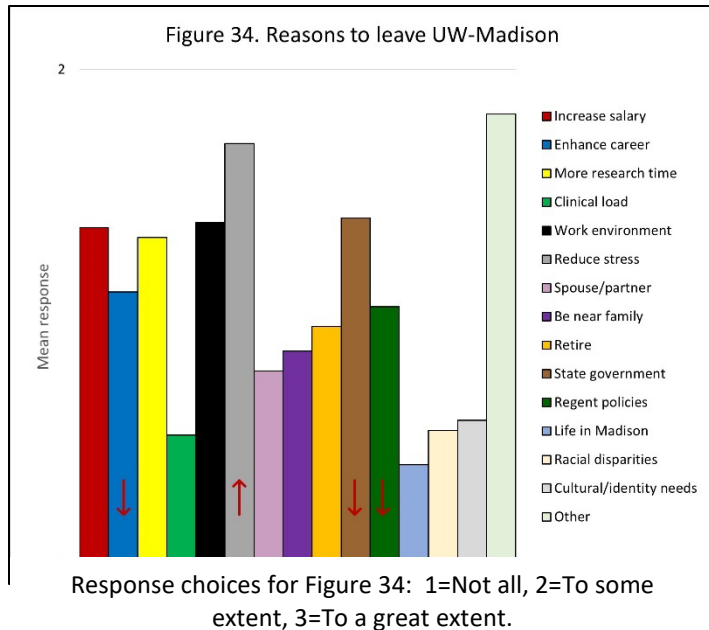
Although the percentages of faculty who have considered leaving the UW-Madison in the year preceding the SFW implementation changed little between 2019 and 2022, the reasons that faculty think about when deciding to stay or leave have changed quite a bit. Approximately 45% of faculty overall reported that they had at least considered leaving the UW-Madison in the year prior to the survey, with women, faculty of color, LGBTQ+ faculty, and non-mainstream faculty significantly more likely to consider leaving, and faculty with disabilities non-significantly more likely to indicate that they have thought about leaving. LGBTQ+ faculty, in particular, have high levels of saying they have thought about leaving.



Investigating the reasons that faculty say they considered when thinking about whether to leave the UW-Madison, there has clearly been change in the way that faculty salaries are part of that decision-making process. Faculty have significantly decreased the extent to which they would leave to improve their salary, and significantly increased the extent to which their salary and prospects for future salary would be a reason for them to stay. This trend is almost universally true for each subgroup we investigate. Another decreased reason to leave UW-Madison is related to the political climate—the direction of state government and concerns about Regent policies. These were highly important reasons in the 2016 and 2019 surveys and have decreased greatly in 2022, although note that the “direction of state government” also significantly declined as a reason to stay at UW-Madison.

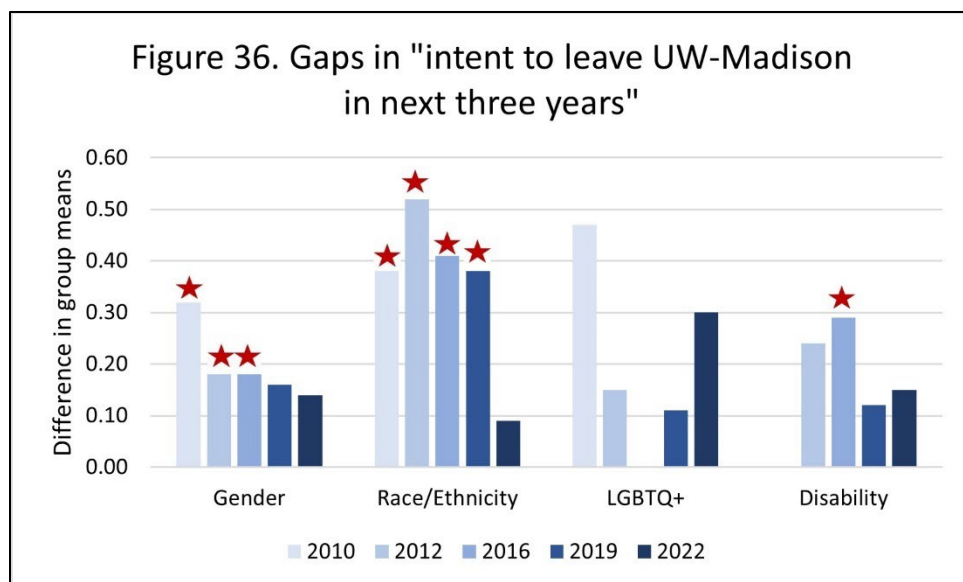
One reason to leave/stay that has appeared to become more important in the past three years may be related to our pandemic experiences. In 2022, faculty were significantly more likely to consider leaving in order to “reduce stress.” They are less likely to say that their work environment, collaborations with colleagues, or living in Madison are reasons to stay. As work became untethered from physical proximity to campus, combined with an increased value for a

less-stressful environment, faculty may be shifting their calculus about their ideal work environment. This trend has been occurring across the US.



↑ ↓ indicates significant difference between 2019 and 2022, $p < .05$.

Finally, looking into the future, we ask faculty how likely they are to leave the UW-Madison in the next three years. Again, we did not see a great change over time, although there was a general trend to be somewhat more likely to leave UW-Madison in the next three years. Very few group differences appear on this measure, but one important gap—that between faculty of color and majority faculty—has decreased quite a lot. In 2022, faculty of color are a bit less likely to leave UW-Madison than they were in 2019, while majority faculty are slightly more likely to say they will leave. The gap between the two groups is no longer statistically significant.



Conclusions and Future Research

Overall, findings from the 2022 *Study of Faculty Worklife* largely replicate findings from previous faculty climate surveys at UW-Madison. Much has improved since 2019, most notably a decrease in the gaps of climate experiences for women, faculty of color, and (to a lesser extent) faculty with disabilities. Progress has also been made in improving faculty salaries. However, LGBTQ+ faculty appear to be experiencing an increasingly less-favorable climate compared to their peers, as gaps in the experience of climate on many dimensions is increasing over time. Focus groups or interviews, perhaps initiated through the LGBTQ+ governance committee, could shed further light on what are clearly concerning issues in the workplace experience for faculty who identify as LGBTQ+. A further issue to explore are the gaps in satisfaction with benefits reported by faculty of color, and non-US-citizen faculty.

Although women faculty generally reported great improvements in climate on most measures, two items related to feeling that one's work is valued showed increasing gaps between women and men in 2022; faculty with disabilities also showed increasing gaps on these measures. The other two items that stand out as showing patterns different than most of the other climate items were "I am able to navigate unwritten rules", and "I am reluctant to voice concerns about my colleagues' behavior." For these items, almost all subgroups within the faculty indicated worse climate on these measures; that is, almost all faculty felt *less* able to navigate unwritten rules, and *more* reluctance to voice concerns. These differences were significant especially for men/majority/tenured/non-LGBTQ+/non-disabled faculty.

The workload of faculty seems to have shifted since 2019, and very likely the pandemic and its effects on both career and personal lives have made an impact. Faculty are working significantly fewer hours in 2022 than they were in 2019, with little difference between subgroups. However, the work that women faculty are doing seems to have shifted slightly way from research and towards teaching, while the opposite is true for men faculty. These shifts could have implications for tenure and promotion.

The results from four open-ended items related to job satisfaction, and career effects of COVID-19, are being analyzed in spring 2023. When those results are available, we will amend this report.

The *Study of Faculty Worklife* is an extraordinary longitudinal data source, helping us answer many questions about faculty perceptions of their workplace. Our ongoing analyses will contribute to our greater understanding of our faculty members' experiences on our campus.

Section 4: Detailed Tables

Table RR1. Response to 2022 Study of Faculty Worklife at the University of Wisconsin-Madison

	Tenure-Track Faculty				Clinical Faculty				Full Sample*			
	Men	Women	Non-Binary	Total	Men	Women	Non-Binary	Total	Men	Women	Non-Binary	Total
Surveys Mailed	1,384	887	**	2,273	63	113	**	177	1,447	1000	**	2,450
Completed Surveys Returned*	695	521	**	1,217	17	37	**	54	712	558	**	1,271
Response Rate	50.2%	58.7%	**	53.5%	27.0%	32.7%	**	30.5%	49.2%	55.8%	**	51.9%

* Gender or employee track cannot be determined for some respondents.

** Fewer than 10 not reported.

Table RR3. Response to 2022 Study of Faculty Worklife at the University of Wisconsin-Madison, Tenured/Tenure-Track Faculty Only, Selected Characteristics

Demographic Variable	Respondents		Non-Respondents	
	N	Percent	N	Percent
Division (Individual)				
Biological Sciences	428	57.8%	313	42.2%
Physical Sciences	271	51.9%	251	48.1%
Social Science	336	53.3%	294	46.7%
Humanities	179	47.1%	201	52.9%
Division (Departmental)*				
Biological Sciences	470	58.3%	336	41.7%
Physical Sciences	246	51.7%	230	48.3%
Social Studies	350	51.9%	325	48.1%
Humanities	148	46.8%	168	53.2%
School/College*				
BUS	27	31.4%	59	68.6%
CALS	153	63.0%	90	37.0%
EDUC	82	50.3%	81	49.7%
ENGR	122	61.0%	78	39.0%
EXT	57	64.0%	32	36.0%
L&S	400	47.3%	445	52.7%
LAW	16	55.2%	13	44.8%
MISC	**	**	12	57.1%
NURS	18	85.7%	**	**
PHARM	15	48.4%	16	51.6%
SMPH	248	54.5%	207	45.5%
SOHE	27	71.1%	11	28.9%
VETMED	40	76.9%	12	23.1%
Science Department*				
Science	679	55.4%	546	44.6%
Non-Science	535	51.0%	513	49.0%
STEMM Department*				
STEMM	848	54.7%	702	45.3%
Non-STEMM	366	50.6%	357	49.4%
Rank				
Assistant Professor	298	53.3%	261	46.7%
Associate Professor	250	52.9%	223	47.1%
Professor	669	53.9%	572	46.1%
Tenured				
No	298	53.3%	261	46.7%
Yes	919	53.6%	795	46.4%
Gender				
Man	695	50.2%	689	49.8%
Woman	521	58.7%	366	41.3%
Non-Binary	**	**	**	**
Heritage Code				
Black	34	48.6%	36	51.4%
Asian	165	46.2%	192	53.8%
Native American/Native Hawaiian/Pacific Islander	**	**	**	**
Hispanic	57	52.8%	51	47.2%
2 or More Races	20	62.5%	12	37.5%
Other	934	55.1%	760	44.9%
Faculty of Color				
Faculty of Color	167	47.6%	184	52.4%
Majority Faculty	1050	54.6%	872	45.4%
Race/Ethnicity				
Nonwhite	283	48.9%	296	51.1%
White/Missing	934	55.1%	760	44.9%
Under-Represented Minority				
URM	88	50.9%	85	49.1%
Not URM	1129	53.8%	971	46.2%
Citizenship				
U.S. Citizen	1009	54.8%	832	45.2%
Not U.S. Citizen	208	48.1%	224	51.9%
Multiple Appointment				
Yes	33	48.5%	35	51.5%
No	1180	53.5%	1025	46.5%
Department Chair				
Yes	73	61.3%	46	38.7%
No	1140	52.9%	1014	47.1%

* See Appendix 2 for definitions.

** Fewer than 10 not reported.

Table RR5. Response to 2022 Study of Faculty Worklife at the University of Wisconsin-Madison , Selected Characteristics, Tenured/Tenure-Track Faculty Women

Demographic Variable	Respondents		Non-Respondents	
	N	Percent	N	Percent
Division (Individual)				
Biological Sciences	170	64.9%	92	35.1%
Physical Sciences	63	68.1%	44	31.9%
Social Science	191	60.4%	125	39.6%
Humanities	97	48.0%	105	52.0%
Division (Departmental)*				
Biological Sciences	197	65.4%	104	34.6%
Physical Sciences	57	68.1%	37	31.9%
Social Studies	189	57.6%	139	42.4%
Humanities	78	67.8%	37	32.2%
School/College*				
BUS, LAW, MISC, NURS, SOHE	58	59.2%	40	40.8%
CALS	56	70.0%	24	30.0%
EDUC	50	53.2%	44	46.8%
ENGR	28	68.3%	13	31.7%
EXT	33	62.3%	20	37.7%
PHARM, VETMED	23	74.2%	**	**
L&S	170	51.7%	159	48.3%
SMPH	103	64.0%	58	36.0%
Science Department*				
Science	229	64.0%	129	36.0%
Non-Science	292	55.2%	237	44.8%
STEMM Department*				
STEMM	314	62.8%	186	37.2%
Non-STEMM	207	53.5%	180	46.5%
Rank				
Assistant Professor	161	60.5%	105	39.5%
Associate Professor	121	55.8%	96	44.2%
Professor	239	59.2%	165	40.8%
Tenured				
No	161	60.5%	105	39.5%
Yes	360	58.0%	261	42.0%
Faculty of Color				
Faculty of Color	87	53.4%	76	46.6%
Majority Faculty	434	59.9%	290	40.1%
Race/Ethnicity				
Nonwhite	132	53.7%	114	46.3%
White/Missing	389	60.7%	252	39.3%
Under-Represented Minority				
URM	53	55.2%	43	44.8%
Not URM	468	59.2%	323	40.8%
Citizenship				
U.S. Citizen	444	59.6%	301	40.4%
Not U.S. Citizen	77	54.2%	65	45.8%
Multiple Appointment				
Yes	10	37.0%	17	63.0%
No	511	59.4%	349	40.6%
Department Chair				
Yes	10	84.2%	17	15.8%
No	511	59.4%	349	40.6%

* See Appendix 2 for definitions.

** Fewer than 10 not reported.

Table RR6. Response to 2022 Study of Faculty Worklife at the University of Wisconsin-Madison , Selected Characteristics, Tenured/Tenure-Track Faculty Men

Demographic Variable	Respondents		Non-Respondents	
	N	Percent	N	Percent
Division (Individual)				
Biological Sciences	258	53.9%	221	46.1%
Physical Sciences	207	68.1%	208	31.9%
Social Science	145	46.2%	169	53.8%
Humanities	82	46.6%	94	53.4%
Division (Departmental)*				
Biological Sciences	232	45.9%	273	54.1%
Physical Sciences	194	68.1%	188	31.9%
Social Studies	186	53.6%	161	46.4%
Humanities	80	53.3%	70	46.7%
School/College*				
BUS, LAW, MISC, NURS, SOHE	39	40.2%	58	59.8%
CALS	97	59.5%	66	40.5%
EDUC	32	47.1%	36	52.9%
ENGR	93	58.5%	66	41.5%
EXT	24	66.7%	12	33.3%
PHARM, VETMED	32	61.5%	20	38.5%
L&S	230	44.7%	285	55.3%
SMPH	145	49.3%	149	50.7%
Science Department*				
Science	449	51.8%	418	48.2%
Non-Science	243	47.0%	274	53.0%
STEMM Department*				
STEMM	533	50.8%	517	49.2%
Non-STEMM	159	47.6%	175	52.4%
Rank				
Assistant Professor	137	47.1%	154	52.9%
Associate Professor	129	50.4%	127	49.6%
Professor	429	51.3%	408	48.7%
Tenured				
No	137	47.1%	154	52.9%
Yes	558	51.1%	535	48.9%
Faculty of Color				
Faculty of Color	80	42.8%	107	57.2%
Majority Faculty	615	51.4%	582	48.6%
Race/Ethnicity				
Nonwhite	151	45.5%	181	54.5%
White/Missing	544	51.7%	508	48.3%
Under-Represented Minority				
URM	35	45.5%	42	54.5%
Not URM	660	50.5%	647	49.5%
Citizenship				
U.S. Citizen	564	51.6%	530	48.4%
Not U.S. Citizen	131	45.2%	159	54.8%
Multiple Appointment				
Yes	23	56.1%	18	43.9%
No	669	49.8%	674	50.2%
Department Chair				
Yes	37	84.2%	29	15.8%
No	655	49.7%	663	50.3%

* See Appendix 2 for definitions.

** Fewer than 10 not reported.

Table H1a. Satisfaction with the Hiring Process, New Faculty Hired 2019-2022. Tenured/Tenure-Track Faculty Only

Thinking about the hiring process in your department, how satisfied were you with....

	...the overall hiring process?						...the department's effort to obtain resources for you?				...the department faculty's efforts to meet you?			
	2019			2022			2019		2022		2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	143	4.20	(0.80)	217	4.16	(0.79)	4.23	(0.81)	4.17	(0.90)	4.40	(0.76)	4.23	(0.90)
Women	72	4.10	(0.84)	111	4.13	(0.78)	4.14	(0.82)	4.13	(0.92)	4.33	(0.83)	4.16	(1.00)
Men	71	4.30	(0.74)	106	4.19	(0.81)	4.31	(0.79)	4.21	(0.88)	4.48	(0.67)	4.31	(0.79)
Faculty of Color	31	4.13	(0.96)	40	4.18	(0.90)	4.33	(0.80)	4.30	(0.72)	4.53	(0.78)	4.30	(0.91)
Majority Faculty	112	4.21	(0.75)	177	4.15	(0.76)	4.20	(0.81)	4.14	(0.93)	4.37	(0.75)	4.22	(0.90)
Not US Citizen	36	4.25	(0.65)	67	4.28	(0.83)	4.22	(0.76)	4.24	(0.86)	4.39	(0.64)	4.43	(0.76) *
US Citizen	107	4.18	(0.84)	150	4.10	(0.77)	4.23	(0.82)	4.13	(0.91)	4.41	(0.79)	4.14	(0.95) ↓
LGBTQ+	7	3.86	(0.69)	19	3.74	(1.05)	3.83	(0.75)	3.74	(1.10) *	4.43	(0.79)	4.11	(0.88)
Not LGBTQ+	133	4.20	(0.80)	193	4.19	(0.75)	4.25	(0.80)	4.20	(0.87)	4.40	(0.76)	4.25	(0.91)
Faculty with Disability	15	3.80	(1.01) *	26	4.15	(0.83)	4.00	(0.96)	4.23	(0.99)	3.93	(1.03)	4.36	(0.76)
No Disability	127	4.24	(0.76)	188	4.15	(0.79)	4.25	(0.79)	4.16	(0.89)	4.46	(0.70)	4.22	(0.92) ↓
Biological Science	54	4.02	(0.86) *	75	4.08	(0.82)	4.11	(0.77)	4.23	(0.88)	4.32	(0.78)	4.08	(1.13)
Physical Science	33	4.33	(0.69)	61	4.20	(0.79)	4.09	(0.84)	4.15	(0.89)	4.44	(0.76)	4.36	(0.68)
Social Science	40	4.30	(0.79)	64	4.16	(0.80)	4.40	(0.84)	4.05	(0.97)	4.48	(0.78)	4.25	(0.80)
Arts & Humanities	16	4.25	(0.77)	17	4.35	(0.61)	4.50	(0.65)	4.41	(0.62)	4.44	(0.63)	4.35	(0.86)
Science Department	86	4.14	(0.81)	131	4.14	(0.79)	4.09	(0.79) *	4.20	(0.88)	4.37	(0.77)	4.21	(0.97)
Non-Science Department	57	4.28	(0.77)	86	4.19	(0.79)	4.44	(0.79)	4.12	(0.92) ↓	4.46	(0.73)	4.27	(0.79)
Untenured	113	4.19	(0.80)	184	4.16	(0.78)	4.17	(0.82)	4.14	(0.93)	4.38	(0.79)	4.23	(0.91)
Tenured	30	4.23	(0.82)	33	4.15	(0.87)	4.43	(0.73)	4.34	(0.65)	4.50	(0.63)	4.27	(0.84)
Non-Mainstream Research	91	4.14	(0.84)	114	4.04	(0.83) *	4.20	(0.77)	4.08	(0.94)	4.33	(0.78)	4.11	(0.97) *
Mainstream Research	49	4.29	(0.74)	102	4.27	(0.72)	4.24	(0.88)	4.26	(0.84)	4.52	(0.71)	4.37	(0.81)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA".

Table H2a. Satisfaction with the Hiring Process, New Faculty Hired 2019-2022. Tenured/Tenure-Track Faculty Only

Thinking about the hiring process in your department, how satisfied were you with.....

	...your interactions with the search committee?						...your start up package?			
	2019			2022			2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	143	4.46	(0.64)	202	4.40	(0.73)	4.17	(0.79)	4.07	(0.91)
Women	72	4.40	(0.67)	102	4.43	(0.71)	4.15	(0.73)	4.05	(0.91)
Men	71	4.53	(0.61)	100	4.37	(0.76)	4.18	(0.85)	4.10	(0.91)
Faculty of Color	31	4.46	(0.64)	39	4.54	(0.60)	4.13	(0.81)	4.18	(0.85)
Majority Faculty	112	4.46	(0.65)	163	4.37	(0.76)	4.18	(0.79)	4.05	(0.92)
Not US Citizen	36	4.37	(0.60)	64	4.52	(0.69)	4.08	(0.87)	4.06	(0.89)
US Citizen	107	4.49	(0.66)	138	4.35	(0.75)	4.20	(0.76)	4.08	(0.91)
LGBTQ+	7	4.43	(0.53)	19	4.05	(0.85) *	4.43	(0.53)	3.84	(1.01)
Not LGBTQ+	133	4.46	(0.66)	178	4.45	(0.71)	4.14	(0.80)	4.09	(0.90)
Faculty with Disability	15	4.00	(0.68) *	26	4.50	(0.71) ↑	4.13	(0.92)	4.08	(1.08)
No Disability	127	4.51	(0.62)	173	4.39	(0.74)	4.17	(0.77)	4.07	(0.89)
Biological Science	54	4.32	(0.62) *	63	4.38	(0.75)	3.94	(0.68) *	4.22	(0.82) ↑
Physical Science	33	4.52	(0.62)	59	4.39	(0.79)	4.06	(0.70)	3.89	(0.93)
Social Science	40	4.61	(0.64)	63	4.41	(0.69)	4.43	(0.96) *	4.03	(0.99)
Arts & Humanities	16	4.47	(0.74)	17	4.47	(0.72)	4.50	(0.52)	4.29	(0.77)
Science Department	86	4.40	(0.63)	118	4.38	(0.77)	3.99	(0.69) *	4.08	(0.87)
Non-Science Department	57	4.56	(0.67)	84	4.43	(0.68)	4.44	(0.85)	4.07	(0.97) ↓
Untenured	113	4.46	(0.63)	171	4.39	(0.75)	4.12	(0.79)	4.06	(0.91)
Tenured	30	4.46	(0.71)	31	4.45	(0.68)	4.37	(0.76)	4.16	(0.88)
Non-Mainstream Research	91	4.37	(0.69) *	102	4.33	(0.74)	4.07	(0.77) *	4.04	(0.88)
Mainstream Research	49	4.62	(0.53)	99	4.47	(0.73)	4.35	(0.81)	4.12	(0.94)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA".

Table DC1a. Treated With Respect, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...are you treated with respect by colleagues?						...are you treated with respect by students?			
	2019			2022			2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1111	4.54	(0.71)	1212	4.53	(0.74)	4.64	(0.59)	4.59	(0.61)
Women	434	4.44	(0.77) *	514	4.45	(0.77) *	4.57	(0.63) *	4.51	(0.66) *
Men	677	4.60	(0.67)	697	4.58	(0.71)	4.68	(0.56)	4.65	(0.57)
Faculty of Color	189	4.40	(0.83) *	219	4.41	(0.81) *	4.61	(0.62)	4.48	(0.69) *
Majority Faculty	922	4.57	(0.69)	993	4.55	(0.72)	4.64	(0.58)	4.62	(0.59)
Not US Citizen	120	4.52	(0.62)	146	4.57	(0.67)	4.50	(0.65) *	4.61	(0.58)
US Citizen	991	4.55	(0.72)	1066	4.52	(0.75)	4.65	(0.58)	4.59	(0.62) ↓
LGBTQ+	54	4.54	(0.79)	65	4.38	(0.88)	4.46	(0.72)	4.51	(0.62)
Not LGBTQ+	1011	4.55	(0.70)	1119	4.54	(0.73)	4.64	(0.58)	4.60	(0.61)
Faculty with Disability	147	4.32	(0.85) *	181	4.40	(0.86) *	4.48	(0.72) *	4.53	(0.66)
Faculty without Disability	945	4.57	(0.69)	1017	4.55	(0.71)	4.66	(0.56)	4.60	(0.60) ↓
Biological Science	426	4.60	(0.67) *	468	4.54	(0.74)	4.67	(0.56)	4.63	(0.61)
Physical Science	236	4.61	(0.60)	247	4.66	(0.62) *	4.60	(0.60)	4.57	(0.61)
Social Science	282	4.50	(0.71)	348	4.47	(0.76)	4.60	(0.62)	4.55	(0.61)
Arts & Humanities	162	4.35	(0.92) *	146	4.40	(0.83) *	4.66	(0.59)	4.59	(0.62)
Science Department	640	4.61	(0.64) *	690	4.58	(0.70) *	4.65	(0.57)	4.61	(0.60)
Non-Science Department	466	4.45	(0.79)	519	4.46	(0.78)	4.62	(0.62)	4.56	(0.62)
Untenured	235	4.55	(0.75)	292	4.57	(0.71)	4.49	(0.69) *	4.52	(0.65) *
Tenured	876	4.53	(0.70)	920	4.51	(0.74)	4.68	(0.55)	4.61	(0.60) ↓
Non-Mainstream Research	669	4.46	(0.76) *	650	4.44	(0.77) *	4.59	(0.62) *	4.52	(0.64) * ↓
Mainstream Research	424	4.66	(0.60)	535	4.63	(0.69)	4.71	(0.52)	4.67	(0.57)
Department Chair	72	4.74	(0.53) *	73	4.64	(0.59)	4.74	(0.47)	4.64	(0.59)
Not Chair	1039	4.52	(0.72)	1135	4.52	(0.75)	4.63	(0.59)	4.59	(0.61)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC2a. Treated With Respect, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...are you treated with respect by staff?						...are you treated with respect by your department chair?				...are you treated with respect by patients?			
	2019			2022			2019		2022		2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1113	4.69	(0.58)	1208	4.65	(0.63)	4.52	(0.83)	4.54	(0.80)	4.64	(0.59)	4.63	(0.64)
Women	434	4.63	(0.64) *	512	4.62	(0.65)	4.40	(0.90) *	4.47	(0.84) *	4.58	(0.70)	4.56	(0.59)
Men	679	4.72	(0.54)	695	4.68	(0.62)	4.60	(0.78)	4.59	(0.76)	4.69	(0.49)	4.68	(0.69)
Faculty of Color	190	4.60	(0.62) *	219	4.58	(0.66) *	4.40	(0.89) *	4.47	(0.86)	4.38	(0.72)	4.43	(0.95)
Majority Faculty	923	4.71	(0.57)	989	4.67	(0.62)	4.54	(0.82)	4.55	(0.79)	4.68	(0.57)	4.66	(0.56)
Not US Citizen	120	4.64	(0.62)	145	4.61	(0.68)	4.52	(0.70)	4.65	(0.65) *	4.63	(0.52)	4.69	(0.48)
US Citizen	993	4.69	(0.58)	1063	4.66	(0.62)	4.52	(0.85)	4.52	(0.82)	4.64	(0.60)	4.62	(0.66)
LGBTQ+	54	4.76	(0.51)	65	4.60	(0.68)	4.39	(0.88)	4.44	(0.84)	4.40	(0.89)	**	**
Not LGBTQ+	1013	4.69	(0.58)	1115	4.66	(0.63)	4.53	(0.82)	4.55	(0.79)	4.65	(0.59)	4.68	(0.53)
Faculty with Disability	147	4.59	(0.70)	180	4.64	(0.65)	4.29	(1.00) *	4.43	(0.95)	4.47	(0.87)	4.63	(1.02)
Faculty without Disability	947	4.70	(0.56)	1014	4.66	(0.63)	4.55	(0.80)	4.56	(0.77)	4.67	(0.54)	4.62	(0.58)
Biological Science	425	4.71	(0.52)	467	4.65	(0.64)	4.53	(0.81)	4.51	(0.84)	4.65	(0.55)	4.63	(0.58)
Physical Science	237	4.68	(0.56)	247	4.73	(0.53) *	4.64	(0.63) *	4.64	(0.66) *	**	** *	**	**
Social Science	284	4.77	(0.53) *	346	4.66	(0.62) ↓	4.53	(0.83)	4.54	(0.77)	4.00	(1.41)	4.30	(1.25)
Arts & Humanities	162	4.49	(0.79) *	145	4.55	(0.74)	4.30	(1.10) *	4.43	(0.92)	**	**	**	**
Science Department	641	4.70	(0.54)	689	4.67	(0.61)	4.56	(0.75)	4.55	(0.79)	4.65	(0.55)	4.64	(0.57)
Non-Science Department	467	4.67	(0.65)	516	4.64	(0.65)	4.46	(0.93)	4.53	(0.81)	4.43	(1.13)	4.46	(1.13)
Untenured	236	4.64	(0.65)	292	4.67	(0.60)	4.63	(0.71) *	4.67	(0.63) *	4.54	(0.58)	4.65	(0.54)
Tenured	877	4.70	(0.56)	916	4.65	(0.64)	4.49	(0.86)	4.49	(0.85)	4.67	(0.59)	4.62	(0.68)
Non-Mainstream Research	670	4.65	(0.61) *	647	4.60	(0.67) *	4.47	(0.87) *	4.50	(0.80)	4.57	(0.63)	4.55	(0.61)
Mainstream Research	424	4.75	(0.55)	534	4.72	(0.57)	4.61	(0.75)	4.58	(0.81)	4.77	(0.51)	4.68	(0.68)
Department Chair	72	4.81	(0.43) *	73	4.79	(0.47) *	4.90	(0.31) *	4.75	(0.50) *	4.86	(0.38)	**	**
Not Chair	1041	4.68	(0.59)	1131	4.65	(0.64)	4.51	(0.84)	4.53	(0.80)	4.63	(0.60)	4.62	(0.65)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

** Fewer than 10 respondents.

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC3a. Departmental Interactions, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...do you feel excluded from an informal network in your department?						...do your department colleagues solicit your opinions about work-related matters?				...do you do work that is not formally recognized by your department?			
	2019			2022			2019		2022		2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1107	2.42	(1.08)	1196	2.45	(1.13)	3.82	(0.96)	3.80	(0.98)	3.40	(1.09)	3.37	(1.16)
Women	431	2.60	(1.10) *	508	2.53	(1.13) *	3.72	(1.02) *	3.79	(1.01)	3.48	(1.11)	3.50	(1.18) *
Men	676	2.31	(1.05)	687	2.39	(1.13)	3.88	(0.92)	3.81	(0.96)	3.35	(1.08)	3.27	(1.13)
Faculty of Color	180	2.66	(1.14) *	216	2.53	(1.18)	3.60	(0.98) *	3.70	(1.02)	3.43	(1.07)	3.31	(1.22)
Majority Faculty	910	2.37	(1.06)	980	2.43	(1.12)	3.87	(0.95)	3.82	(0.97)	3.39	(1.10)	3.38	(1.15)
Not US Citizen	116	2.17	(0.94) *	144	2.30	(1.14)	3.78	(0.97)	3.79	(0.97)	3.02	(1.14) *	2.73	(1.15) * ↓
US Citizen	974	2.45	(1.09)	1052	2.47	(1.13)	3.83	(0.96)	3.80	(0.98)	3.45	(1.08)	3.46	(1.13)
LGBTQ+	53	2.42	(1.08)	64	2.75	(1.17) *	3.78	(1.04)	3.82	(1.04)	3.51	(1.05)	3.54	(1.20)
Not LGBTQ+	994	2.41	(1.08)	1104	2.43	(1.13)	3.83	(0.95)	3.79	(0.98)	3.39	(1.09)	3.36	(1.16)
Faculty with Disability	145	2.70	(1.17) *	179	2.73	(1.23) *	3.62	(1.04)	3.70	(1.01)	3.58	(1.03) *	3.76	(1.13) *
Faculty without Disability	927	2.38	(1.06)	1003	2.41	(1.11)	3.85	(0.95)	3.81	(0.98)	3.36	(1.10)	3.30	(1.15)
Biological Science	420	2.43	(1.11)	461	2.49	(1.16)	3.81	(0.97)	3.77	(1.02)	3.36	(1.09)	3.25	(1.13) *
Physical Science	230	2.23	(0.91) *	242	2.22	(1.00) *	3.83	(0.90)	3.87	(0.91)	3.30	(1.08)	3.22	(1.12) *
Social Science	280	2.48	(1.08)	346	2.49	(1.16)	3.89	(0.94)	3.81	(0.93)	3.50	(1.11)	3.51	(1.18) *
Arts & Humanities	155	2.59	(1.21)	144	2.62	(1.13)	3.70	(1.06)	3.72	(1.07)	3.46	(1.10)	3.69	(1.16) *
Science Department	628	2.36	(1.05) *	680	2.40	(1.11)	3.81	(0.95)	3.81	(0.98)	3.33	(1.07) *	3.23	(1.12) *
Non-Science Department	457	2.51	(1.12)	513	2.52	(1.15)	3.84	(0.98)	3.78	(0.99)	3.49	(1.11)	3.55	(1.18)
Untenured	229	2.27	(1.04) *	288	2.29	(1.09) *	3.56	(1.02) *	3.62	(1.01) *	3.13	(1.18) *	2.89	(1.16) * ↓
Tenured	861	2.46	(1.09)	908	2.50	(1.14)	3.89	(0.93)	3.85	(0.97)	3.47	(1.06)	3.52	(1.12)
Non-Mainstream Research	657	2.56	(1.07) *	641	2.60	(1.10) *	3.67	(0.97) *	3.63	(0.97) *	3.49	(1.04) *	3.51	(1.10) *
Mainstream Research	415	2.19	(1.06)	531	2.28	(1.15)	4.06	(0.89)	4.01	(0.96)	3.25	(1.16)	3.20	(1.21)
Department Chair	67	1.99	(0.81) *	72	2.08	(0.95) *	4.45	(0.73) *	4.47	(0.71) *	3.44	(1.07)	3.34	(1.15)
Not Chair	1023	2.45	(1.09)	1120	2.47	(1.14)	3.78	(0.96)	3.76	(0.98)	3.40	(1.09)	3.37	(1.16)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC4a. Feelings of Value and Belonging, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...do you feel valued in your department?						...do you feel like you belong in your department?			
	2019			2022			2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				1205	3.97	(0.99)			3.98	(1.04)
Women				513	3.86	(1.04)			3.84	(1.08)
Men				692	4.05	(0.94)			4.08	(1.00)
Faculty of Color				219	3.84	(1.08)			3.86	(1.14)
Majority Faculty				986	4.00	(0.96)			4.01	(1.02)
Not US Citizen				146	3.95	(0.88)			3.92	(0.93)
US Citizen				1059	3.97	(1.00)			3.99	(1.06)
LGBTQ+				64	3.86	(1.07)			3.75	(1.19)
Not LGBTQ+				1115	3.97	(0.98)			3.99	(1.03)
Faculty with Disability				180	3.72	(1.04)			3.78	(1.11)
Faculty without Disability				1012	4.01	(0.97)			4.01	(1.02)
Biological Science				466	4.00	(1.00)			4.00	(1.06)
Physical Science				244	4.07	(0.90)			4.18	(0.88)
Social Science				347	3.93	(0.99)			3.90	(1.07)
Arts & Humanities				145	3.80	(1.06)			3.79	(1.13)
Science Department				685	4.02	(0.97)			4.06	(1.01)
Non-Science Department				517	3.90	(1.01)			3.88	(1.08)
Untenured				292	3.94	(0.93)			3.90	(1.01)
Tenured				913	3.98	(1.00)			4.00	(1.05)
Non-Mainstream Research				646	3.82	(0.97)			3.77	(1.04)
Mainstream Research				532	4.16	(0.97)			4.25	(0.98)
Department Chair				73	4.40	(0.76)			4.49	(0.75)
Not Chair				1129	3.94	(0.99)			3.95	(1.05)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC5a. Feelings of Isolation, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...do you feel isolated in your department?						...do you feel isolated on the UW campus overall?			
	2019			2022			2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1110	2.38	(1.11)	1205	2.46	(1.18)	2.30	(1.00)	2.38	(1.10)
Women	433	2.54	(1.14) *	513	2.59	(1.20) *	2.40	(0.97) *	2.48	(1.09) *
Men	677	2.28	(1.08)	692	2.36	(1.16)	2.23	(1.01)	2.31	(1.10)
Faculty of Color	189	2.62	(1.07) *	218	2.57	(1.23)	2.57	(0.98) *	2.54	(1.14) *
Majority Faculty	921	2.33	(1.11)	987	2.43	(1.17)	2.24	(0.99)	2.35	(1.09) ↑
Not US Citizen	119	2.20	(1.04)	146	2.30	(1.11)	2.13	(0.92)	2.21	(1.05) *
US Citizen	991	2.40	(1.12)	1059	2.48	(1.19)	2.31	(1.01)	2.41	(1.11)
LGBTQ+	54	2.54	(1.09)	65	2.77	(1.25) *	2.56	(1.04) *	2.82	(1.16) *
Not LGBTQ+	1011	2.36	(1.10)	1114	2.44	(1.17)	2.27	(0.99)	2.35	(1.09)
Faculty with Disability	146	2.72	(1.22) *	181	2.87	(1.22) *	2.54	(1.11) *	2.75	(1.12) *
Faculty without Disability	945	2.33	(1.08)	1011	2.39	(1.16)	2.25	(0.97)	2.31	(1.08)
Biological Science	426	2.35	(1.11)	465	2.45	(1.21)	2.25	(0.99)	2.36	(1.11)
Physical Science	235	2.25	(1.03) *	245	2.21	(1.04) *	2.22	(0.98)	2.17	(0.96) *
Social Science	284	2.45	(1.14)	346	2.56	(1.19) *	2.34	(1.01)	2.48	(1.13)
Arts & Humanities	160	2.55	(1.17) *	146	2.62	(1.23)	2.42	(1.02) *	2.59	(1.16) *
Science Department	639	2.31	(1.08) *	685	2.36	(1.15) *	2.24	(0.99)	2.28	(1.06) *
Non-Science Department	466	2.48	(1.15)	517	2.59	(1.21)	2.36	(1.01)	2.52	(1.14) ↑
Untenured	236	2.45	(1.06)	292	2.48	(1.16)	2.44	(1.04) *	2.46	(1.05)
Tenured	874	2.36	(1.12)	913	2.45	(1.19)	2.26	(0.98)	2.35	(1.12)
Non-Mainstream Research	668	2.56	(1.13) *	647	2.68	(1.15) *	2.41	(0.99) *	2.56	(1.09) * ↑
Mainstream Research	423	2.09	(1.01)	532	2.19	(1.16)	2.09	(0.97)	2.16	(1.08)
Department Chair	72	1.96	(0.96) *	72	1.96	(0.98) *	2.14	(1.00)	2.07	(1.10) *
Not Chair	1038	2.41	(1.11)	1130	2.49	(1.19)	2.31	(1.00)	2.40	(1.10) ↑

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC6a. Satisfaction with Department Chair, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department

	...how satisfied are you with your chair's effort to create a collegial environment?						...how satisfied are you with your chair's effort to obtain resources for you?			
	2019			2022			2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1079	3.79	(1.13)	1179	3.83	(1.11)	3.55	(1.08)	3.51	(1.13)
Women	425	3.63	(1.21) *	497	3.70	(1.17) *	3.56	(1.13)	3.53	(1.16)
Men	654	3.89	(1.07)	681	3.93	(1.06)	3.55	(1.05)	3.50	(1.12)
Faculty of Color	186	3.65	(1.13)	211	3.69	(1.11) *	3.36	(1.09) *	3.48	(1.12)
Majority Faculty	884	3.82	(1.13)	968	3.87	(1.11)	3.59	(1.08)	3.52	(1.14)
Not US Citizen	117	3.75	(1.02)	145	3.97	(1.04)	3.53	(0.92)	3.71	(1.04) *
US Citizen	953	3.79	(1.15)	1034	3.82	(1.12)	3.55	(1.10)	3.49	(1.14)
LGBTQ+	53	3.58	(1.26)	62	3.53	(1.26) *	3.51	(1.07)	3.63	(1.15)
Not LGBTQ+	976	3.81	(1.12)	1089	3.85	(1.10)	3.57	(1.08)	3.51	(1.13)
Faculty with Disability	143	3.59	(1.30) *	176	3.72	(1.25)	3.43	(1.17)	3.42	(1.18)
Faculty without Disability	911	3.82	(1.10)	989	3.85	(1.08)	3.58	(1.07)	3.53	(1.12)
Biological Science	408	3.81	(1.13)	453	3.78	(1.15)	3.49	(1.13)	3.44	(1.19)
Physical Science	231	3.96	(0.99) *	242	3.96	(0.99) *	3.52	(0.97)	3.62	(0.96)
Social Science	268	3.81	(1.13)	340	3.83	(1.11)	3.66	(1.07)	3.50	(1.15)
Arts & Humanities	159	3.44	(1.28) *	141	3.79	(1.21) ↑	3.58	(1.14)	3.62	(1.19)
Science Department	619	3.86	(1.08) *	671	3.85	(1.10)	3.50	(1.08) *	3.50	(1.11)
Non-Science Department	447	3.69	(1.19)	505	3.82	(1.13)	3.63	(1.10)	3.53	(1.16)
Untenured	233	3.95	(1.04) *	293	4.00	(1.05) *	3.67	(1.04)	3.80	(1.02) *
Tenured	837	3.74	(1.15)	886	3.78	(1.13)	3.52	(1.10)	3.42	(1.16)
Non-Mainstream Research	655	3.69	(1.13) *	635	3.75	(1.11) *	3.44	(1.08) *	3.43	(1.14) *
Mainstream Research	404	3.96	(1.11)	519	3.94	(1.12)	3.73	(1.06)	3.62	(1.13)
Department Chair	39	4.62	(0.54) *	47	4.36	(0.70) *	3.97	(0.93) *	3.80	(1.04) *
Not Chair	1031	3.76	(1.14)	1128	3.81	(1.12)	3.52	(1.09)	3.50	(1.14)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table DC7a. Departmental Interactions, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department

	...how well are you able to navigate unwritten rules?						...how reluctant are you to voice concerns?						...how comfortable are you raising personal responsibilities when scheduling?			
	2019			2022			2019		2022				2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1086	3.74	(0.85)	1190	3.66	(0.92)	↓	2.30	(1.19)	2.49	(1.22)	↑	3.39	(1.09)	3.39	(1.11)
Women	424	3.65	(0.86) *	508	3.54	(0.98) *		2.62	(1.24) *	2.71	(1.23) *		3.18	(1.10) *	3.17	(1.14) *
Men	664	3.80	(0.84)	681	3.75	(0.87)		2.10	(1.11)	2.33	(1.20)	↑	3.52	(1.06)	3.55	(1.06)
Faculty of Color	185	3.52	(0.83) *	218	3.55	(0.99) *		2.79	(1.20) *	2.69	(1.23) *		3.21	(1.04) *	3.32	(1.16)
Majority Faculty	901	3.79	(0.85)	972	3.69	(0.91)	↓	2.20	(1.16)	2.45	(1.22)	↑	3.43	(1.09)	3.40	(1.10)
Not US Citizen	114	3.40	(0.84) *	145	3.46	(0.91) *		2.54	(1.05) *	2.72	(1.18) *		3.42	(1.08)	3.48	(1.02)
US Citizen	972	3.78	(0.84)	1045	3.69	(0.92)	↓	2.28	(1.20)	2.46	(1.23)	↑	3.39	(1.09)	3.38	(1.12)
LGBTQ+	51	3.75	(0.91)	64	3.52	(0.93)		2.45	(1.17)	2.75	(1.26)		3.12	(1.03)	3.11	(1.19) *
Not LGBTQ+	994	3.75	(0.84)	1101	3.67	(0.92)		2.29	(1.18)	2.47	(1.22)	↑	3.41	(1.08)	3.41	(1.11)
Faculty with Disability	146	3.66	(1.00)	179	3.60	(0.93)		2.61	(1.34) *	2.69	(1.26) *		3.38	(1.15)	3.24	(1.14) *
Faculty without Disability	923	3.75	(0.83)	998	3.67	(0.92)	↓	2.26	(1.16)	2.45	(1.21)	↑	3.39	(1.08)	3.42	(1.10)
Biological Science	420	3.69	(0.85)	460	3.72	(0.89)		2.29	(1.16)	2.41	(1.19)		3.34	(1.07)	3.39	(1.14)
Physical Science	228	3.84	(0.79)	240	3.59	(0.87)	↓	2.01	(1.00) *	2.36	(1.12)	↑	3.56	(1.04) *	3.52	(1.01) *
Social Science	276	3.82	(0.81)	343	3.60	(1.01)	↓	2.39	(1.24)	2.63	(1.28)	* ↑	3.48	(1.08)	3.46	(1.10)
Arts & Humanities	157	3.64	(0.93)	144	3.71	(0.89)		2.59	(1.33) *	2.64	(1.33)		3.09	(1.15) *	2.99	(1.13) *
Science Department	626	3.75	(0.83)	675	3.69	(0.87)		2.19	(1.11) *	2.40	(1.16)	* ↑	3.42	(1.07)	3.42	(1.09)
Non-Science Department	455	3.75	(0.87)	512	3.62	(0.99)	↓	2.46	(1.27)	2.62	(1.29)		3.35	(1.11)	3.34	(1.14)
Untenured	229	3.40	(0.88) *	290	3.40	(0.92) *		2.75	(1.17) *	2.75	(1.20) *		3.25	(1.03) *	3.27	(1.12) *
Tenured	857	3.83	(0.82)	900	3.75	(0.91)	↓	2.18	(1.17)	2.41	(1.22)	↑	3.43	(1.10)	3.43	(1.10)
Non-Mainstream Research	651	3.63	(0.86) *	643	3.53	(0.89) *	* ↓	2.43	(1.23) *	2.65	(1.20) *	* ↑	3.31	(1.06) *	3.21	(1.12) *
Mainstream Research	424	3.93	(0.80)	525	3.81	(0.94)	↓	2.09	(1.09)	2.31	(1.24)	↑	3.52	(1.11)	3.60	(1.07)
Department Chair	72	4.24	(0.59) *	72	4.25	(0.71) *		1.79	(0.90) *	2.03	(0.99) *		3.57	(1.19)	3.83	(1.01) *
Not Chair	1014	3.71	(0.85)	1114	3.62	(0.92)	↓	2.34	(1.20)	2.52	(1.23)	↑	3.38	(1.08)	3.36	(1.11)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table DC8a. Valuing Research and Scholarship, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department

	...how valued is your research and scholarship?						...how much harder do you have to work to be perceived as a legitimate scholar?				...how mainstream is your current research within your department?					
	2019				2022			2019		2022		2019		2022		
	N	Mean	Std. Dev.		N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	
Total	1101	3.58	(0.90)		1193	3.61	(0.96)	2.50	(1.32)	2.58	(1.34)	3.17	(1.04)	3.30	(1.12)	↑
Women	428	3.45	(0.91) *		502	3.52	(0.99) *	2.88	(1.30) *	2.95	(1.36) *	3.00	(1.05) *	3.17	(1.15) *	* ↑
Men	673	3.66	(0.88)		690	3.68	(0.93)	2.26	(1.28)	2.31	(1.26)	3.28	(1.02)	3.39	(1.10)	
Faculty of Color	189	3.55	(0.84)		218	3.64	(0.98)	3.25	(1.30) *	3.13	(1.31) *	3.13	(1.12)	3.37	(1.17)	↑
Majority Faculty	912	3.58	(0.91)		975	3.60	(0.95)	2.34	(1.27)	2.46	(1.32)	3.18	(1.02)	3.28	(1.11)	↑
Not US Citizen	117	3.62	(0.78)		144	3.70	(0.82)	2.54	(1.26)	2.73	(1.31)	2.95	(1.01) *	3.32	(1.11)	↑
US Citizen	984	3.57	(0.91)		1049	3.60	(0.97)	2.49	(1.33)	2.56	(1.34)	3.20	(1.04)	3.30	(1.12)	↑
LGBTQ+	53	3.53	(0.89)		64	3.50	(0.94)	2.62	(1.14)	2.66	(1.32)	3.02	(1.04)	2.98	(1.16) *	*
Not LGBTQ+	1006	3.60	(0.89)		1103	3.61	(0.96)	2.49	(1.33)	2.58	(1.34)	3.18	(1.04)	3.32	(1.11)	↑
Faculty with Disability	147	3.36	(1.03) *		178	3.38	(0.97) *	2.75	(1.26) *	2.87	(1.35) *	2.80	(1.03) *	3.01	(1.09) *	*
Faculty without Disability	937	3.62	(0.87)		1002	3.65	(0.95)	2.46	(1.33)	2.53	(1.33)	3.23	(1.03)	3.35	(1.11)	↑
Biological Science	422	3.64	(0.89)		465	3.67	(0.93)	2.59	(1.31)	2.57	(1.33)	3.21	(1.08)	3.41	(1.16) *	* ↑
Physical Science	233	3.67	(0.81)		243	3.63	(0.91)	2.34	(1.27) *	2.42	(1.30) *	3.24	(1.03)	3.29	(1.06)	
Social Science	280	3.58	(0.90)		339	3.61	(0.96)	2.41	(1.35)	2.67	(1.36)	3.21	(0.93)	3.32	(1.04)	
Arts & Humanities	161	3.31	(0.96) *		143	3.41	(1.10) *	2.63	(1.37)	2.73	(1.40)	2.92	(1.10) *	2.91	(1.20) *	*
Science Department	633	3.65	(0.86) *		683	3.65	(0.92)	2.50	(1.30)	2.53	(1.31)	3.22	(1.06)	3.36	(1.12) *	* ↑
Non-Science Department	463	3.49	(0.93)		507	3.56	(1.00)	2.50	(1.36)	2.66	(1.37)	3.12	(1.01)	3.22	(1.11)	
Untenured	229	3.62	(0.83)		292	3.69	(0.87)	2.72	(1.30) *	2.67	(1.31)	3.03	(1.00) *	3.29	(1.15)	↑
Tenured	872	3.57	(0.92)		901	3.58	(0.98)	2.44	(1.32)	2.55	(1.35)	3.21	(1.05)	3.30	(1.11)	
Non-Mainstream Research	665	3.35	(0.88) *		648	3.36	(0.92) *	2.61	(1.32) *	2.72	(1.31) *	2.50	(0.71) *	2.46	(0.74) *	*
Mainstream Research	425	3.93	(0.81)		528	3.92	(0.91)	2.33	(1.32)	2.43	(1.37)	4.23	(0.42)	4.32	(0.47)	↑
Department Chair	70	3.69	(0.88)		72	3.89	(0.91) *	1.99	(1.17) *	2.37	(1.16)	3.64	(0.94) *	3.67	(1.00) *	*
Not Chair	1031	3.57	(0.90)		1117	3.59	(0.96)	2.53	(1.33)	2.60	(1.35)	3.14	(1.04)	3.27	(1.13)	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table DC9a. Valuing Research and Scholarship, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department

	...how well do you fit into your department?						...how welcome do you feel in your department?				...how safe do you feel in your department?			
	2019			2022			2019		2022		2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1105	3.68	(0.93)	1206	3.72	(1.01)			3.95	(0.99)			4.27	(0.98)
Women	433	3.53	(0.96) *	514	3.58	(1.04) *			3.87	(1.02) *			4.09	(1.08) *
Men	672	3.78	(0.90)	692	3.83	(0.98)			4.01	(0.96)			4.40	(0.87)
Faculty of Color	190	3.52	(0.94) *	218	3.66	(1.07)			3.83	(1.03) *			4.00	(1.11) *
Majority Faculty	915	3.71	(0.92)	988	3.74	(1.00)			3.97	(0.97)			4.33	(0.94)
Not US Citizen	119	3.55	(0.80)	147	3.78	(0.87) ↑			3.93	(0.88)			4.17	(0.95)
US Citizen	986	3.70	(0.94)	1059	3.71	(1.03)			3.95	(1.00)			4.28	(0.98)
LGBTQ+	53	3.64	(0.88)	65	3.60	(1.03)			3.82	(1.12)			3.94	(1.12) *
Not LGBTQ+	1007	3.70	(0.91)	1115	3.73	(1.01)			3.96	(0.98)			4.28	(0.97)
Faculty with Disability	147	3.46	(1.03) *	181	3.50	(1.04) *			3.71	(1.06) *			3.98	(1.18) *
Faculty without Disability	940	3.72	(0.91)	1012	3.76	(1.00)			3.99	(0.97)			4.31	(0.93)
Biological Science	423	3.64	(0.96)	467	3.70	(1.05)			3.95	(0.99)			4.36	(0.90) *
Physical Science	235	3.83	(0.88) *	244	3.92	(0.85) *			4.09	(0.86) *			4.44	(0.75) *
Social Science	281	3.72	(0.90)	347	3.66	(1.01)			3.92	(0.99)			4.17	(1.06) *
Arts & Humanities	161	3.51	(0.96) *	145	3.58	(1.10)			3.75	(1.11) *			3.90	(1.22) *
Science Department	636	3.70	(0.94)	686	3.78	(0.99) *			3.99	(0.96)			4.38	(0.85) *
Non-Science Department	464	3.66	(0.92)	517	3.64	(1.04)			3.89	(1.02)			4.11	(1.10)
Untenured	234	3.59	(0.90)	293	3.75	(0.98) ↑			4.04	(0.88) *			4.25	(0.96)
Tenured	871	3.71	(0.93)	913	3.71	(1.02)			3.92	(1.02)			4.27	(0.98)
Non-Mainstream Research	668	3.43	(0.92) *	648	3.40	(0.97) *			3.76	(0.97) *			4.13	(1.03) *
Mainstream Research	425	4.07	(0.81)	534	4.11	(0.91)			4.19	(0.96)			4.43	(0.89)
Department Chair	70	4.09	(0.86) *	73	4.21	(0.83) *			4.38	(0.68) *			4.58	(0.66) *
Not Chair	1035	3.65	(0.93)	1130	3.69	(1.01)			3.92	(1.00)			4.24	(0.99)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table DC10a. Departmental Decision-Making, Tenure-Track Faculty Only

Thinking about your participation in the decision-making process in your department, how often....

	...do you have a voice in decisions that affect departmental directions?						...do you have a voice in resource allocation?				...do meetings allow all participants to share their views?			
	2019			2022			2019		2022		2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1104	3.75	(1.05)	1208	3.67	(1.09)	3.12	(1.14)	3.07	(1.16)	4.13	(0.94)	4.06	(0.97)
Women	431	3.64	(1.07) *	512	3.55	(1.11) *	2.97	(1.17) *	2.93	(1.21) *	3.97	(0.98) *	3.89	(1.03) *
Men	673	3.82	(1.03)	695	3.75	(1.07)	3.22	(1.11)	3.17	(1.12)	4.23	(0.89)	4.19	(0.90)
Faculty of Color	188	3.47	(1.08) *	219	3.41	(1.13) *	2.73	(1.12) *	2.83	(1.14) *	3.88	(1.04) *	3.93	(0.98) *
Majority Faculty	912	3.80	(1.03)	989	3.72	(1.07)	3.20	(1.13)	3.12	(1.16)	4.18	(0.91)	4.09	(0.96) ↓
Not US Citizen	114	3.49	(0.94) *	146	3.39	(1.07) *	2.95	(1.01)	2.94	(1.04)	4.20	(0.87)	4.22	(0.85) *
US Citizen	986	3.78	(1.06)	1062	3.70	(1.09)	3.14	(1.15)	3.09	(1.18)	4.12	(0.94)	4.04	(0.98)
LGBTQ+	53	3.77	(0.99)	65	3.55	(1.17)	3.15	(1.06)	3.02	(1.08)	3.96	(0.85)	3.72	(1.19) *
Not LGBTQ+	1001	3.75	(1.05)	1115	3.68	(1.08)	3.12	(1.14)	3.07	(1.17)	4.14	(0.94)	4.08	(0.95)
Faculty with Disability	146	3.65	(1.11)	181	3.65	(1.13)	2.99	(1.18)	2.93	(1.18)	4.03	(0.97)	3.87	(1.09) *
Faculty without Disability	935	3.76	(1.04)	1013	3.67	(1.08)	3.13	(1.13)	3.09	(1.15)	4.14	(0.93)	4.09	(0.94)
Biological Science	420	3.59	(1.09) *	467	3.57	(1.15) *	3.00	(1.15) *	3.01	(1.20)	4.06	(0.99)	4.04	(1.02)
Physical Science	235	3.97	(0.84) *	244	3.77	(1.00) ↓	3.22	(0.98)	3.21	(1.06) *	4.34	(0.75) *	4.28	(0.82) *
Social Science	279	3.90	(1.04) *	348	3.72	(1.07) ↓	3.25	(1.18) *	3.03	(1.20) ↓	4.11	(0.92)	3.99	(0.97)
Arts & Humanities	161	3.57	(1.16) *	146	3.66	(1.08)	3.03	(1.24)	3.12	(1.14)	4.03	(1.02)	3.92	(0.97)
Science Department	633	3.72	(1.03)	686	3.63	(1.10)	3.08	(1.09)	3.06	(1.14)	4.16	(0.92)	4.12	(0.96) *
Non-Science Department	462	3.78	(1.07)	519	3.72	(1.08)	3.17	(1.20)	3.07	(1.20)	4.08	(0.95)	3.97	(0.97)
Untenured	229	3.10	(0.98) *	292	3.23	(1.05) *	2.59	(0.98) *	2.72	(1.05) *	4.14	(0.95)	4.11	(0.93)
Tenured	871	3.86	(1.04)	916	3.80	(1.07)	3.25	(1.14)	3.18	(1.18)	4.13	(0.93)	4.04	(0.98)
Non-Mainstream Research	662	3.64	(1.07) *	651	3.56	(1.08) *	2.98	(1.11) *	2.94	(1.14) *	4.06	(0.96) *	3.94	(0.98) * ↓
Mainstream Research	424	3.92	(0.99)	531	3.79	(1.09)	3.33	(1.15)	3.23	(1.18)	4.24	(0.88)	4.20	(0.94)
Department Chair	69	4.75	(0.50) *	71	4.82	(0.46) *	4.70	(0.52) *	4.55	(0.82) *	4.69	(0.46) *	4.51	(0.58) * ↓
Not Chair	1031	3.68	(1.04)	1133	3.59	(1.08)	3.01	(1.09)	2.98	(1.12)	4.09	(0.95)	4.03	(0.98)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Almost always" (5). Respondents could also choose "NA."

Table DC11a. Departmental Decision-Making, Tenure-Track Faculty Only

Thinking about your participation in the decision-making process in your department, how often....

	...do committee assignments rotate fairly?						...does your department chair involve you in decision-making?			
	2019			2022			2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1065	3.65	(1.01)	1144	3.70	(1.01)	3.57	(1.07)	3.51	(1.13)
Women	416	3.48	(1.02) *	491	3.51	(1.02) *	3.44	(1.08) *	3.40	(1.17) *
Men	649	3.76	(0.99)	653	3.84	(0.98)	3.65	(1.05)	3.60	(1.09)
Faculty of Color	173	3.47	(1.00) *	205	3.56	(0.98) *	3.37	(1.04) *	3.32	(1.12) *
Majority Faculty	870	3.69	(1.01)	939	3.73	(1.01)	3.61	(1.07)	3.56	(1.13)
Not US Citizen	108	3.78	(0.93)	133	3.95	(0.94) *	3.50	(0.96)	3.55	(1.11)
US Citizen	935	3.64	(1.02)	1011	3.67	(1.01)	3.58	(1.08)	3.51	(1.13)
LGBTQ+	52	3.65	(0.95)	61	3.52	(1.16)	3.62	(1.04)	3.38	(1.25)
Not LGBTQ+	949	3.65	(1.01)	1056	3.71	(0.99)	3.56	(1.07)	3.52	(1.12)
Faculty with Disability	136	3.50	(1.10)	172	3.52	(1.14) *	3.47	(1.16)	3.39	(1.17)
Faculty without Disability	889	3.67	(1.00)	958	3.73	(0.98)	3.58	(1.05)	3.53	(1.12)
Biological Science	389	3.55	(1.04) *	428	3.61	(1.04) *	3.42	(1.10) *	3.36	(1.21) *
Physical Science	221	3.79	(0.93) *	235	3.86	(0.92) *	3.74	(0.94) *	3.66	(0.99) *
Social Science	269	3.71	(0.99)	335	3.74	(0.97)	3.70	(1.06) *	3.62	(1.11) *
Arts & Humanities	159	3.59	(1.07)	144	3.59	(1.10)	3.48	(1.12)	3.51	(1.11)
Science Department	588	3.63	(1.02)	640	3.69	(1.00)	3.53	(1.06)	3.46	(1.14) *
Non-Science Department	450	3.67	(1.01)	502	3.71	(1.01)	3.62	(1.08)	3.59	(1.12)
Untenured	199	3.75	(0.93)	263	3.85	(0.96) *	3.32	(0.96) *	3.32	(1.14) *
Tenured	844	3.63	(1.03)	881	3.66	(1.02)	3.64	(1.09)	3.58	(1.12)
Non-Mainstream Research	627	3.58	(0.98) *	612	3.56	(0.99) *	3.48	(1.07) *	3.41	(1.13) *
Mainstream Research	402	3.77	(1.04)	509	3.87	(1.01)	3.72	(1.03)	3.65	(1.12)
Department Chair	69	4.14	(0.77) *	73	4.12	(0.80) *	4.64	(0.54) *	4.59	(0.64) *
Not Chair	974	3.62	(1.02)	1069	3.67	(1.01)	3.53	(1.06)	3.48	(1.13)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Almost always" (5). Respondents could also choose "NA."

Table DC12a. Climate in Department, Tenure-Track Faculty Only

In my department...

	...the overall climate is...						...the climate for women is...				...the climate for faculty of color is....				...the climate for gay, lesbian, bisexual, and/or transgender (GLBT) faculty is....					
	2019				2022			2019		2022		2019		2022		2019		2022		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	1100	3.98	(0.94)	1187	3.95	(0.84)	4.01	(0.88)	3.94	(0.89)	3.76	(0.95)	3.63	(1.03)	↓	4.10	(0.78)	3.95	(0.85)	
Women	430	3.84	(1.01) *	502	3.83	(0.84) *	3.87	(0.99) *	3.78	(0.96) *	3.49	(1.02) *	3.36	(1.08) *		3.93	(0.93) *	3.79	(0.89) *	
Men	671	4.07	(0.89)	684	4.04	(0.83)	4.11	(0.78)	4.09	(0.79)	3.94	(0.86)	3.85	(0.93)		4.21	(0.64)	4.07	(0.80) ↓	
Faculty of Color	189	3.84	(0.98) *	214	3.92	(0.86)	3.90	(0.97)	3.90	(0.91)	3.60	(1.01) *	3.49	(1.14) *		3.86	(0.77) *	3.95	(0.88)	
Majority Faculty	911	4.01	(0.93)	973	3.96	(0.84)	4.03	(0.86)	3.95	(0.89) ↓	3.81	(0.93)	3.68	(0.99) ↓	↓	4.14	(0.78)	3.95	(0.84) ↓	
Not US Citizen	118	4.02	(0.83)	146	4.02	(0.81)	4.00	(0.94)	4.00	(0.93)	3.94	(0.91)	3.89	(0.97) *		4.15	(0.73)	3.99	(0.85)	
US Citizen	982	3.97	(0.96)	1041	3.94	(0.85)	4.01	(0.88)	3.93	(0.89)	3.74	(0.96)	3.59	(1.03) ↓	↓	4.09	(0.79)	3.95	(0.85) ↓	
LGBTQ+	52	3.77	(1.02)	63	3.84	(0.79)	4.15	(0.71)	3.89	(0.93)	3.46	(1.10) *	3.25	(1.07) *		3.73	(0.95) *	3.64	(1.09) *	
Not LGBTQ+	1005	3.99	(0.93)	1099	3.96	(0.84)	4.00	(0.87)	3.94	(0.89)	3.77	(0.93)	3.65	(1.02) ↓	↓	4.12	(0.75)	3.97	(0.81) ↓	
Faculty with Disability	146	3.69	(1.05) *	177	3.78	(0.89) *	3.88	(0.95)	3.72	(1.03) *	3.42	(1.14) *	3.28	(1.10) *		3.77	(1.10) *	3.75	(0.98) *	
Faculty without Disability	937	4.02	(0.92)	998	3.97	(0.83)	4.02	(0.86)	3.98	(0.86)	3.80	(0.91)	3.69	(1.00) ↓	↓	4.15	(0.69)	3.98	(0.82) ↓	
Biological Science	423	4.02	(0.93)	463	4.06	(0.80) *	4.08	(0.88) *	4.04	(0.88) *	3.90	(0.87) *	3.83	(0.99) *		4.18	(0.72)	4.07	(0.78) *	
Physical Science	234	4.23	(0.69) *	241	4.10	(0.75) *	↓	4.08	(0.74)	4.01	(0.70)	4.00	(0.78) *	3.80	(0.90) *		4.23	(0.56) *	4.01	(0.74) ↓
Social Science	280	3.97	(0.93)	336	3.78	(0.86) *	↓	3.94	(0.91)	3.80	(0.94) *	3.58	(1.04) *	3.38	(1.09) *	↓	3.97	(0.89) *	3.76	(0.91) *
Arts & Humanities	158	3.51	(1.16) *	144	3.74	(0.97) *		3.84	(0.99) *	3.86	(1.02)	3.53	(1.01) *	3.48	(0.99)		4.04	(0.83)	3.97	(0.90)
Science Department	636	4.09	(0.86) *	679	4.07	(0.79) *	4.07	(0.84) *	4.03	(0.82) *	3.93	(0.85) *	3.82	(0.97) *		4.20	(0.68) *	4.06	(0.78) *	
Non-Science Department	459	3.82	(1.03)	505	3.79	(0.88)	3.92	(0.93)	3.82	(0.96)	3.56	(1.02)	3.42	(1.05)		4.00	(0.86)	3.84	(0.90) ↓	
Untenured	233	4.06	(0.86)	286	4.12	(0.76) *	4.04	(0.91)	3.99	(0.90)	3.74	(1.02)	3.68	(1.02)		4.09	(0.81)	3.98	(0.88)	
Tenured	867	3.96	(0.96)	901	3.90	(0.86)	4.00	(0.87)	3.93	(0.89)	3.77	(0.93)	3.62	(1.03) ↓	↓	4.10	(0.78)	3.95	(0.84) ↓	
Non-Mainstream Research	664	3.87	(0.95) *	636	3.83	(0.85) *	3.91	(0.89) *	3.81	(0.90) *	3.64	(0.99) *	3.47	(1.03) *	↓	4.01	(0.82) *	3.87	(0.84) *	
Mainstream Research	422	4.17	(0.88)	527	4.09	(0.81)	4.18	(0.83)	4.10	(0.86)	3.95	(0.86)	3.81	(1.00)		4.25	(0.69)	4.05	(0.84) ↓	
Department Chair	72	4.39	(0.68) *	73	4.10	(0.75) ↓	4.34	(0.61) *	4.14	(0.71) *	4.28	(0.67) *	3.98	(0.85) *	↓	4.42	(0.57) *	4.13	(0.63) *	
Not Chair	1028	3.95	(0.95)	1110	3.94	(0.85)	3.99	(0.89)	3.93	(0.90)	3.72	(0.96)	3.61	(1.03) ↓	↓	4.07	(0.79)	3.93	(0.86) ↓	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very negative" (1), "Negative" (2), "Mediocre" (3), "Positive" (4), and "Very positive" (5). Respondents could also choose "Don't know."

Table SH1a. Experience of Sexual Harassment, Tenure-Track Faculty Only

	Experience Any Harassment						Number of Incidents**			
	2019			2022			2019		2022	
	N	Mean	(S.D.)	N	Mean	(S.D.)	Mean	(S.D.)	Mean	(S.D.)
Total	1107	6.32%	(24.35)	1204	5.07%	(0.22)	1.79	(0.80)	2.21	(1.74)
Women	433	12.93%	(33.60) *	513	9.55%	(0.29) *	3.71	(0.91) *	2.20	(1.71)
Men	674	2.08%	(14.27)	690	1.74%	(0.13)	4.07	(0.73)	2.25	(1.95)
Faculty of Color	190	5.79%	(23.42)	219	4.11%	(0.20)	1.95	(1.01)	***	***
Majority Faculty	917	6.43%	(24.55)	985	5.28%	(0.22)	1.75	(0.76)	2.24	(1.84)
Not US Citizen	120	5.00%	(21.89)	147	4.76%	(0.21)	2.33	(1.29)	***	***
US Citizen	987	6.48%	(24.64)	1057	5.11%	(0.22)	1.73	(0.73)	2.31	(1.83) ↑
LGBTQ+	52	19.23%	(39.80) *	64	14.06%	(0.35) *	1.50	(0.00)	***	***
Not LGBTQ+	1011	5.44%	(22.69)	1115	4.48%	(0.21)	1.86	(0.89)	2.09	(1.66)
Faculty with Disability	147	12.93%	(33.66) *	181	8.84%	(0.28) *	2.03	(1.05)	2.53	(1.83)
Faculty without Disability	943	5.30%	(22.42)	1012	4.45%	(0.21)	1.70	(0.69)	2.10	(1.71)
Biological Science	425	6.82%	(25.24)	468	5.34%	(0.23)	1.76	(0.77)	2.06	(1.49)
Physical Science	236	2.97%	(17.00) *	245	4.49%	(0.21)	1.50	(0.00) *	1.50	(0.00) *
Social Science	280	7.50%	(26.39)	345	4.93%	(0.22)	1.98	(1.01)	2.18	(1.71)
Arts & Humanities	161	7.45%	(26.35)	143	5.59%	(0.23)	1.71	(0.72)	***	***
Science Department	639	5.16%	(22.15)	689	4.93%	(0.22)	1.65	(0.61)	1.72	(0.72) *
Non-Science Department	463	7.78%	(26.81)	512	5.27%	(0.22)	1.92	(0.94)	2.83	(2.37)
Untenured	234	9.83%	(29.83) *	292	4.79%	(0.21) ↓	1.83	(0.86)	2.79	(2.38)
Tenured	873	5.38%	(22.58)	912	5.15%	(0.22)	1.77	(0.78)	2.04	(1.49)
Non-Mainstream Research	667	7.20%	(25.86)	646	6.81%	(0.25) *	1.76	(0.77)	2.28	(1.79)
Mainstream Research	426	5.16%	(22.16)	530	3.02%	(0.17)	1.84	(0.88)	2.06	(1.70)
Department Chair	72	2.78%	(16.55)	71	4.23%	(0.20)	1.50	0.00 *	***	***
Not Chair	1035	6.57%	(24.79)	1129	5.14%	(0.22)	1.79	(0.81)	2.25	(1.78)

* T-test between groups significant at $p < .05$.

** Calculated for persons experiencing at least one incident only.

*** Too few to calculate.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table SH2a. UW-Madison's Response to Sexual Harassment, Tenure-Track Faculty Only**

Thinking about sexual harassment at UW-Madison...

	How seriously is sexual harassment treated on campus?						How common is sexual harassment on campus?					
	2019			2022			2019		2022			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	926	3.94	(0.82)	936	3.98	(0.84)	3.01	(0.79)	2.92	(0.89)	↓	
Women	346	3.71	(0.91) *	363	3.78	(0.92) *	3.23	(0.81) *	3.07	(0.94)	* ↓	
Men	580	4.07	(0.73)	573	4.11	(0.75)	2.86	(0.74)	2.80	(0.84)		
Faculty of Color	140	3.74	(0.91) *	156	3.88	(0.85)	3.14	(0.80)	3.07	(0.93)		
Majority Faculty	786	3.97	(0.80)	780	4.00	(0.83)	2.99	(0.79)	2.88	(0.88)		
Not US Citizen	99	4.03	(0.80)	106	3.93	(0.86)	3.02	(0.90)	2.71	(1.05)		
US Citizen	827	3.93	(0.82)	830	3.99	(0.83)	3.01	(0.78)	2.94	(0.87)		
LGBTQ+	42	3.62	(1.01) *	44	3.64	(1.12) *	3.37	(0.93) *	3.09	(1.04)		
Not LGBTQ+	851	3.96	(0.80)	871	4.00	(0.81)	2.99	(0.79)	2.91	(0.89)		
Faculty with Disability	120	3.72	(0.92) *	136	3.75	(0.87) *	3.28	(0.94) *	3.16	(0.86) *		
Faculty without Disability	792	3.97	(0.80)	790	4.02	(0.82)	2.97	(0.76)	2.87	(0.89)		
Biological Science	365	3.98	(0.80)	382	4.13	(0.82) * ↑	2.98	(0.78)	2.80	(0.90)	* ↓	
Physical Science	194	4.12	(0.74) *	192	3.98	(0.76)	2.80	(0.79) *	2.89	(0.87)		
Social Science	224	3.84	(0.85) *	242	3.87	(0.87) *	3.00	(0.80)	2.88	(0.87)		
Arts & Humanities	138	3.72	(0.86) *	117	3.74	(0.86) *	3.33	(0.74) *	3.32	(0.85) *		
Science Department	539	4.04	(0.78) *	556	4.08	(0.80) *	2.92	(0.79) *	2.81	(0.88) *		
Non-Science Department	382	3.80	(0.85)	377	3.83	(0.87)	3.12	(0.79)	3.04	(0.90)		
Untenured	169	3.89	(0.91)	172	3.90	(0.88)	2.99	(0.94)	2.83	(1.07)		
Tenured	757	3.95	(0.80)	764	4.00	(0.83)	3.02	(0.76)	2.93	(0.85)		
Non-Mainstream Research	561	3.88	(0.83) *	489	3.90	(0.87) *	3.07	(0.78) *	3.00	(0.86) *		
Mainstream Research	355	4.04	(0.79)	430	4.06	(0.79)	2.92	(0.82)	2.80	(0.91)		
Department Chair	66	4.20	(0.75) *	66	4.20	(0.68) *	2.94	(0.84)	3.02	(0.79)		
Not Chair	860	3.92	(0.82)	867	3.96	(0.84)	3.02	(0.79)	2.91	(0.91)	↓	

* Significant difference at $p < .05$.

** Large numbers of respondents selected "Don't Know"; these responses were coded as missing data and only scaled answers are reported.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response categories are: Not at all (1), A little (2), Somewhat (3), Very (4), or Extremely (5). There is also a "Don't Know" option, see Table SH4a.

Table SH3a. UW-Madison's Response to Sexual Harassment, Tenure-Track Faculty Only**

Thinking about sexual harassment at UW-Madison...

	How well do you know the steps to take if a person comes to you with a problem with sexual harassment?						How effective is the process for resolving complaints about sexual harassment at UW-Madison?				How comfortable are you voicing concerns about sexual harassment?			
	2019			2022			2019		2022				2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.			Mean	Std. Dev.
Total	1063	3.55	(0.91)	1164	3.59	(0.91)	3.14	(0.94)	3.10	(0.97)			3.73	(1.01)
Women	411	3.47	(0.97) *	486	3.52	(0.94)	2.94	(1.04) *	2.86	(1.03) *			3.57	(1.09) *
Men	652	3.60	(0.87)	677	3.63	(0.89)	3.27	(0.85)	3.27	(0.88)			3.84	(0.94)
Faculty of Color	179	3.46	(0.97)	210	3.50	(0.94)	3.16	(0.94)	3.26	(1.03)			3.67	(1.08)
Majority Faculty	884	3.57	(0.90)	954	3.60	(0.91)	3.13	(0.95)	3.06	(0.95)			3.74	(0.99)
Not US Citizen	114	3.48	(0.92)	137	3.47	(0.96)	3.23	(0.87)	3.11	(1.04)			3.69	(1.00)
US Citizen	949	3.56	(0.91)	1027	3.60	(0.90)	3.12	(0.95)	3.10	(0.96)			3.73	(1.01)
LGBTQ+	51	3.49	(0.95)	59	3.64	(0.92)	2.67	(0.96) *	2.60	(1.04) *			3.36	(1.21) *
Not LGBTQ+	974	3.54	(0.91)	1079	3.58	(0.91)	3.17	(0.93)	3.13	(0.95)			3.75	(0.99)
Faculty with Disability	143	3.69	(0.95) *	177	3.63	(0.96)	2.80	(1.05) *	2.69	(0.98) *			3.50	(1.17) *
Faculty without Disability	904	3.52	(0.90)	975	3.58	(0.90)	3.19	(0.90)	3.17	(0.95)			3.77	(0.98)
Biological Science	404	3.59	(0.91)	454	3.67	(0.91) *	3.20	(0.97)	3.19	(1.01)			3.85	(0.98) *
Physical Science	227	3.44	(0.89)	238	3.36	(0.96) *	3.48	(0.77) *	3.14	(0.88)		↓	3.62	(0.98)
Social Science	268	3.60	(0.92)	328	3.65	(0.89)	3.04	(0.91)	3.03	(0.99)			3.69	(1.05)
Arts & Humanities	159	3.49	(0.95)	141	3.53	(0.85)	2.79	(1.01) *	2.89	(0.86)			3.57	(1.02)
Science Department	609	3.55	(0.90)	669	3.57	(0.93)	3.30	(0.90) *	3.21	(0.97) *			3.77	(0.98)
Non-Science Department	449	3.54	(0.94)	492	3.61	(0.89)	2.95	(0.97)	2.96	(0.95)			3.66	(1.04)
Untenured	220	3.20	(0.98) *	268	3.23	(0.93) *	3.26	(1.08)	3.02	(1.02)			3.51	(1.03) *
Tenured	843	3.64	(0.88)	896	3.69	(0.88)	3.12	(0.92)	3.11	(0.96)			3.79	(1.00)
Non-Mainstream Research	642	3.48	(0.93) *	619	3.53	(0.93) *	3.05	(0.92) *	2.97	(0.95) *			3.60	(1.04) *
Mainstream Research	410	3.65	(0.88)	518	3.64	(0.89)	3.25	(0.96)	3.20	(0.95)			3.87	(0.95)
Department Chair	72	4.21	(0.71) *	73	4.11	(0.66) *	3.47	(0.74) *	3.48	(0.73) *			4.07	(0.81) *
Not Chair	991	3.50	(0.91)	1087	3.55	(0.92)	3.10	(0.96)	3.06	(0.98)			3.70	(1.02)

* Significant difference at $p < .05$.

** Large numbers of respondents selected "Don't Know"; these responses were coded as missing data and only scaled answers are reported.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response categories are: Not at all (1), A little (2), Somewhat (3), Very (4), or Extremely (5). There is also a "Don't Know" option, see Table SH5a.

Table SH4a. UW-Madison's Response to Sexual Harassment, Tenure-Track Faculty Only

Thinking about sexual harassment at UW-Madison...

	Don't know how seriously sexual harassment is treated on campus							Don't know how common sexual harassment is on campus					
	2019				2022				2019			2022	
	N	%	Std. Dev.		N	%	Std. Dev.		%	Std. Dev.		%	Std. Dev.
Total	1106	16.27%	(36.93)		1211	22.71%	(0.42)	↑	46.56%	(49.90)		52.81%	(0.50)
Women	432	19.91%	(39.98)	*	515	29.51%	(0.46)	* ↑	43.29%	(49.60)		51.65%	(0.50)
Men	674	13.95%	(34.67)		695	17.55%	(0.38)		48.66%	(50.02)		53.60%	(0.50)
Faculty of Color	189	25.93%	(43.94)	*	219	28.77%	(0.45)	*	47.62%	(50.08)		55.25%	(0.50)
Majority Faculty	917	14.29%	(35.01)		992	21.37%	(0.41)	↑	46.35%	(49.89)		52.27%	(0.50)
Not US Citizen	120	17.50%	(38.16)		147	27.89%	(0.45)	↑	53.33%	(50.10)		57.14%	(0.50)
US Citizen	986	16.13%	(36.80)		1064	21.99%	(0.41)	↑	45.74%	(49.84)		52.21%	(0.50)
LGBTQ+	53	20.75%	(40.94)		65	32.31%	(0.47)		43.40%	(50.04)		46.15%	(0.50)
Not LGBTQ+	1009	15.66%	(36.36)		1119	22.16%	(0.42)	↑	46.48%	(49.90)		53.08%	(0.50)
Faculty with Disability	146	17.81%	(38.39)		182	25.27%	(0.44)		44.52%	(49.87)		46.15%	(0.50)
Faculty without Disability	943	16.01%	(36.69)		1016	22.24%	(0.42)	↑	47.08%	(49.94)		53.94%	(0.50)
Biological Science	424	13.92%	(34.65)		468	18.38%	(0.39)	*	43.63%	(49.65)		52.99%	(0.50)
Physical Science	235	17.45%	(38.03)		246	21.95%	(0.41)		57.45%	(49.55)	*	57.32%	(0.50)
Social Science	280	20.00%	(40.07)		348	30.46%	(0.46)	* ↑	45.00%	(49.84)		53.89%	(0.50)
Arts & Humanities	162	14.81%	(35.63)		146	19.86%	(0.40)		41.36%	(49.40)		42.47%	(0.50)
Science Department	637	15.38%	(36.11)		689	19.30%	(0.39)	*	49.14%	(50.03)	*	54.86%	(0.50)
Non-Science Department	464	17.67%	(38.18)		519	27.36%	(0.45)	↑	43.10%	(49.58)		50.19%	(0.50)
Untenured	234	27.78%	(44.89)	*	292	41.10%	(0.49)	* ↑	55.13%	(49.84)	*	67.81%	(0.47)
Tenured	872	13.19%	(33.86)		919	16.87%	(0.37)	↑	44.27%	(49.70)		48.04%	(0.50)
Non-Mainstream Research	667	15.89%	(36.59)		648	24.54%	(0.43)	* ↑	45.58%	(49.84)		52.40%	(0.50)
Mainstream Research	425	16.47%	(37.14)		535	19.63%	(0.40)		47.29%	(49.90)		52.34%	(0.50)
Department Chair	72	8.33%	(27.83)	*	73	9.59%	(0.30)	*	30.56%	(46.39)	*	30.14%	(0.46)
Not Chair	1034	16.83%	(37.43)		1134	23.54%	(0.42)	↑	47.68%	(49.97)		54.28%	(0.50)

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table SH5a. UW-Madison's Response to Sexual Harassment, Tenure-Track Faculty Only

Thinking about sexual harassment at UW-Madison...

	Don't know how well I know the steps to take if a person comes to (me) with a problem with sexual harassment						Don't know how effective the process is for resolving complaints about sexual harassment at UW-Madison				Don't know how comfortable I am voicing concerns about sexual harassment			
	2019			2022			2019		2022				2022	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.			%	Std. Dev.
Total	1105	3.80%	(19.13)	1210	3.80%	(0.19)	63.44%	(48.18)	61.87%	(0.49)			16.54%	(0.37)
Women	431	5.64%	(21.06)	515	5.63%	(0.23) *	61.95%	(48.61)	62.72%	(0.48)			21.01%	(0.41) *
Men	674	3.26%	(17.78)	694	2.45%	(0.15)	64.39%	(47.92)	61.18%	(0.49)			13.07%	(0.34)
Faculty of Color	189	5.29%	(22.44)	219	4.11%	(0.20)	62.96%	(48.42)	62.56%	(0.49)			13.83%	(0.35)
Majority Faculty	916	3.49%	(18.37)	991	3.73%	(0.19)	63.54%	(48.16)	61.72%	(0.49)			17.11%	(0.38)
Not US Citizen	120	5.00%	(21.89)	147	6.80%	(0.25)	64.17%	(48.15)	68.71%	(0.47)			27.87%	(0.45) *
US Citizen	985	3.65%	(18.77)	1063	3.39%	(0.18)	63.35%	(48.21)	60.92%	(0.49)			15.11%	(0.36)
LGBTQ+	53	3.77%	(19.24)	65	9.23%	(0.29)	54.72%	(50.25)	61.54%	(0.49)			19.35%	(0.40)
Not LGBTQ+	1008	3.37%	(18.06)	1118	3.49%	(0.18)	63.89%	(48.06)	61.72%	(0.49)			16.47%	(0.37)
Faculty with Disability	146	2.05%	(14.24)	182	2.75%	(0.16)	58.90%	(49.37)	60.99%	(0.49)			10.13%	(0.30)
Faculty without Disability	942	4.03%	(19.69)	1015	3.94%	(0.19)	64.44%	(47.90)	61.87%	(0.49)			17.57%	(0.38)
Biological Science	424	4.72%	(21.23)	467	2.78%	(0.16)	63.68%	(48.15)	59.96%	(0.49)			14.29%	(0.35)
Physical Science	234	2.99%	(17.07)	246	3.25%	(0.18)	71.79%	(45.10) *	68.70%	(0.46) *			17.58%	(0.38)
Social Science	280	4.29%	(20.29)	348	5.75%	(0.23) *	58.21%	(49.41) *	61.67%	(0.49)			20.25%	(0.40)
Arts & Humanities	162	1.85%	(13.52)	146	3.42%	(0.18)	61.73%	(48.76)	56.85%	(0.50)			13.89%	(0.35)
Science Department	636	4.25%	(20.18)	688	2.76%	(0.16) *	66.51%	(47.23) *	63.08%	(0.48)			14.63%	(0.35)
Non-Science Department	464	3.23%	(17.71)	519	5.20%	(0.22)	59.91%	(49.06)	60.23%	(0.49)			18.88%	(0.39)
Untenured	234	5.98%	(23.77)	292	8.22%	(0.28) *	76.92%	(42.20) *	78.77%	(0.41) *			38.54%	(0.49) *
Tenured	871	3.21%	(17.65)	918	2.40%	(0.15)	59.82%	(49.06)	56.49%	(0.50)			11.83%	(0.32)
Non-Mainstream Research	667	3.75%	(19.01)	647	4.33%	(0.20)	65.07%	(47.71)	63.31%	(0.48)			18.53%	(0.39)
Mainstream Research	424	3.30%	(17.89)	535	3.18%	(0.18)	60.85%	(48.87)	59.81%	(0.49)			13.47%	(0.34)
Department Chair	72	0.00%	(0.00) *	73	0.00%	(0.00) *	40.28%	(49.39) *	39.73%	(0.49) *			2.22%	(0.15) *
Not Chair	1033	4.07%	(19.76)	1133	4.06%	(0.20)	65.05%	(47.70)	63.25%	(0.48)			17.87%	(0.38)

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table HIB1a. Experience of Hostile or Intimidating Behavior, Tenure-Track Faculty Only

	Experience Hostile or Intimidating Behavior						Number of Incidents**			
	2019			2022			2019		2022	
	N	Mean	(S.D.)	N	Mean	(S.D.)	Mean	(S.D.)	Mean	(S.D.)
Total	1101	39.15%	(48.83)	1206	37.98%	(0.49)	3.30	(2.51)	3.18	(2.50)
Women	427	48.95%	(50.05) *	515	44.27%	(0.50) *	3.61	(2.66) *	3.31	(2.49)
Men	674	32.94%	(47.03)	691	33.29%	(0.47)	3.02	(2.32)	3.06	(2.52)
Faculty of Color	188	43.09%	(49.65)	218	39.91%	(0.49)	2.94	(2.26)	3.33	(2.58)
Majority Faculty	913	38.34%	(48.65)	988	37.55%	(0.48)	3.39	(2.55)	3.15	(2.49)
Not US Citizen	120	35.83%	(48.15)	147	31.97%	(0.47)	2.95	(2.16)	2.87	(2.47)
US Citizen	981	39.55%	(48.92)	1059	38.81%	(0.49)	3.34	(2.54)	3.22	(2.51)
LGBTQ+	51	52.94%	(50.41) *	64	43.75%	(0.50)	3.80	(2.91)	3.70	(2.54)
Not LGBTQ+	1008	38.39%	(48.66)	1119	37.44%	(0.48)	3.22	(2.43)	3.14	(2.49)
Faculty with Disability	145	51.72%	(50.14) *	181	51.38%	(0.50) *	4.19	(2.75) *	3.42	(2.66)
Faculty without Disability	939	37.17%	(48.35)	1015	35.67%	(0.48)	3.07	(2.38)	3.12	(2.46)
Biological Science	422	36.73%	(48.26)	466	34.33%	(0.48) *	3.19	(2.40)	3.28	(2.59)
Physical Science	236	30.08%	(45.96) *	245	29.80%	(0.46) *	2.60	(2.04) *	2.80	(2.28)
Social Science	280	46.07%	(49.93) *	346	44.22%	(0.50) *	3.30	(2.52)	3.05	(2.40)
Arts & Humanities	159	47.80%	(50.10) *	146	49.32%	(0.50) *	4.20	(2.85) *	3.65	(2.71)
Science Department	636	33.96%	(47.40) *	686	33.09%	(0.47) *	3.01	(2.32) *	3.07	(2.46)
Non-Science Department	461	46.64%	(49.94)	517	44.68%	(0.50)	3.60	(2.65)	3.29	(2.54)
Untenured	233	36.05%	(48.12)	291	29.21%	(0.46) *	3.08	(2.48)	2.71	(2.30)
Tenured	868	39.98%	(49.01)	915	40.77%	(0.49)	3.36	(2.51)	3.29	(2.54)
Non-Mainstream Research	663	42.99%	(49.54) *	646	42.41%	(0.49) *	3.41	(2.56)	3.36	(2.56)
Mainstream Research	425	33.18%	(47.14)	532	33.83%	(0.47)	3.03	(2.36)	2.96	(2.43)
Department Chair	72	55.56%	(50.04) *	72	54.17%	(0.50) *	3.40	(2.68)	3.47	(2.56)
Not Chair	1029	38.00%	(48.56)	1131	37.05%	(0.48)	3.29	(2.49)	3.16	(2.50)

* T-test between groups significant at $p < .05$.

** Calculated for persons experiencing at least one incident only. Response options are Never, 1-2 times, 3-5 times, and more than 5 times.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table HIB2a. Witnessing Hostile or Intimidating Behavior, Tenure-Track Faculty Only

	Witness Hostile or Intimidating Behavior						Number of Incidents**			
	2019			2022			2019		2022	
	N	Mean	(S.D.)	N	Mean	(S.D.)	Mean	(S.D.)	Mean	(S.D.)
Total	1098	49.73%	(50.02)	1205	46.89%	(0.50)	3.27	(2.47)	3.10	(2.37)
Women	425	55.76%	(49.73) *	514	52.14%	(0.50) *	3.51	(2.55) *	3.35	(2.47) *
Men	673	45.91%	(49.87)	691	42.98%	(0.50)	3.09	(2.40)	2.89	(2.27)
Faculty of Color	187	48.66%	(50.12)	218	46.79%	(0.50)	2.92	(2.30)	3.24	(2.44)
Majority Faculty	911	49.95%	(50.03)	987	46.91%	(0.50)	3.35	(2.50)	3.08	(2.36)
Not US Citizen	120	43.33%	(49.76)	147	38.78%	(0.49) *	3.11	(2.13)	2.81	(2.30)
US Citizen	978	50.51%	(50.02)	1058	48.02%	(0.50)	3.29	(2.51)	3.14	(2.38)
LGBTQ+	51	64.71%	(48.26) *	64	54.69%	(0.50)	3.30	(2.79)	3.33	(2.42)
Not LGBTQ+	1004	49.30%	(50.02)	1118	46.69%	(0.50)	3.23	(2.43)	3.08	(2.38)
Faculty with Disability	145	64.83%	(47.92) *	181	62.43%	(0.49) *	3.88	(2.75)	3.33	(2.56)
Faculty without Disability	936	47.33%	(49.96)	1014	44.38%	(0.50)	3.12	(2.38)	3.03	(2.32)
Biological Science	420	45.95%	(49.90) *	466	39.70%	(0.49) *	3.25	(2.43)	3.19	(2.49)
Physical Science	235	37.87%	(48.61) *	245	43.27%	(0.50)	3.23	(2.46)	2.63	(1.88) *
Social Science	280	59.29%	(49.22) *	345	52.46%	(0.50) *	3.12	(2.35)	3.01	(2.32)
Arts & Humanities	159	61.01%	(48.93) *	146	63.01%	(0.48) *	3.64	(2.75)	3.68	(2.64) *
Science Department	633	42.65%	(49.50) *	686	40.96%	(0.49) *	3.24	(2.44)	2.98	(2.29)
Non-Science Department	461	59.65%	(49.11)	516	54.84%	(0.50)	3.32	(2.51)	3.24	(2.46)
Untenured	232	36.64%	(48.29) *	291	32.30%	(0.47) *	3.12	(2.47)	2.52	(2.01) *
Tenured	866	53.23%	(49.92)	914	51.53%	(0.50)	3.30	(2.47)	3.22	(2.42)
Non-Mainstream Research	662	51.81%	(50.00)	646	48.76%	(0.50)	3.41	(2.57)	3.27	(2.45)
Mainstream Research	422	46.68%	(49.95)	531	45.57%	(0.50)	3.01	(2.25)	2.89	(2.24)
Department Chair	70	65.71%	(47.81) *	72	58.33%	(0.50) *	3.53	(2.48)	3.39	(2.50)
Not Chair	1028	48.64%	(50.01)	1130	46.19%	(0.50)	3.25	(2.47)	3.08	(2.37)

* T-test between groups significant at $p < .05$.

** Calculated for persons witnessing at least one incident only. Response options are Never, 1-2 times, 3-5 times, and more than 5 times.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table HIB3a. UW-Madison's Response to Hostile or Intimidating Behavior, Tenure-Track Faculty Only**

Thinking about hostile or intimidating behavior at UW-Madison...

	How seriously is hostile or intimidating behavior treated on campus?						How common is hostile or intimidating behavior on campus?			
	2019			2022			2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	808	3.37	(1.07)	909	3.37	(1.12)	2.94	(0.96)	2.95	(0.97)
Women	303	3.14	(1.14) *	368	3.19	(1.19) *	3.21	(0.97) *	3.16	(1.04) *
Men	505	3.50	(1.00)	540	3.50	(1.05)	2.76	(0.92)	2.79	(0.89)
Faculty of Color	120	3.17	(1.09) *	162	3.12	(1.27) *	3.13	(0.99) *	3.05	(1.03)
Majority Faculty	688	3.40	(1.06)	747	3.43	(1.08)	2.90	(0.95)	2.92	(0.96)
Not US Citizen	78	3.40	(1.04)	93	3.52	(0.98)	2.87	(0.97)	2.77	(1.04)
US Citizen	730	3.36	(1.07)	816	3.36	(1.14)	2.95	(0.96)	2.97	(0.96)
LGBTQ+	39	3.00	(1.10) *	48	3.13	(1.27)	3.45	(0.93) *	3.22	(1.03)
Not LGBTQ+	741	3.39	(1.06)	842	3.39	(1.11)	2.90	(0.95)	2.94	(0.97)
Faculty with Disability	116	3.11	(1.27) *	141	3.04	(1.16) *	3.13	(1.01) *	3.21	(1.02) *
Faculty without Disability	678	3.41	(1.02)	759	3.44	(1.10)	2.91	(0.94)	2.90	(0.95)
Biological Science	315	3.46	(1.08) *	369	3.57	(1.10) *	2.81	(0.94)	2.81	(0.99) *
Physical Science	168	3.51	(0.99)	180	3.43	(1.02)	2.78	(0.91) *	2.88	(0.89)
Social Science	211	3.32	(1.03)	246	3.15	(1.13) *	2.95	(1.03)	3.00	(0.98)
Arts & Humanities	111	2.97	(1.12) *	111	3.12	(1.18) *	3.38	(0.82) *	3.33	(0.91) *
Science Department	465	3.48	(1.05) *	530	3.53	(1.08) *	2.79	(0.93) *	2.82	(0.95) *
Non-Science Department	340	3.21	(1.07)	376	3.15	(1.15)	3.11	(0.97)	3.11	(0.98)
Untenured	150	3.41	(1.14)	181	3.47	(1.12)	2.82	(1.15)	2.78	(1.05) *
Tenured	658	3.36	(1.05)	728	3.35	(1.12)	2.97	(0.91)	2.99	(0.95)
Non-Mainstream Research	476	3.26	(1.09) *	480	3.25	(1.14) *	3.01	(0.96) *	3.02	(0.96) *
Mainstream Research	323	3.52	(1.01)	409	3.50	(1.09)	2.82	(0.97)	2.85	(0.98)
Department Chair	67	3.61	(0.98) *	67	3.76	(0.95) *	2.95	(0.89)	3.12	(0.85)
Not Chair	741	3.34	(1.07)	838	3.35	(1.13)	2.94	(0.97)	2.93	(0.98)

* Significant difference at $p < .05$.

** Large numbers of respondents selected "Don't Know"; these responses were coded as missing data and only scaled answers are reported.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response categories are: Not at all (1), A little (2), Somewhat (3), Very (4), or Extremely (5). There is also a "Don't Know" option, see Table HIB5a.

Table HIB4a. UW-Madison's Response to Hostile or Intimidating Behavior, Tenure-Track Faculty Only**

Thinking about hostile or intimidating behavior at UW-Madison...

	How well do you know the steps to take if a person comes to you with concerns about someone who is behaving in a hostile or intimidating way?							How effective is the process for resolving complaints about hostile or intimidating behavior at UW-Madison?				How comfortable are you voicing concerns about hostile or intimidating behavior?			
	2019			2022				2019		2022			2022		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	
Total	1020	3.22	(1.01)	1129	3.37	(1.00)	↑	2.78	(1.08)	2.66	(1.11)		3.42	(1.18)	
Women	385	3.11	(1.08)	472	3.29	(1.06)	* ↑	2.53	(1.13)	2.41	(1.13)	*	3.25	(1.25)	
Men	635	3.28	(0.96)	657	3.43	(0.95)	↑	2.94	(1.00)	2.85	(1.06)		3.55	(1.12)	
Faculty of Color	171	3.10	(1.10)	201	3.30	(1.08)		2.73	(1.11)	2.61	(1.21)		3.30	(1.20)	
Majority Faculty	849	3.24	(0.99)	928	3.38	(0.98)	↑	2.79	(1.07)	2.67	(1.09)		3.45	(1.18)	
Not US Citizen	104	3.07	(0.97)	131	3.21	(0.97)	*	2.67	(1.06)	2.94	(1.12)		3.43	(1.14)	
US Citizen	916	3.24	(1.02)	998	3.39	(1.00)	↑	2.79	(1.08)	2.63	(1.11)	↓	3.42	(1.19)	
LGBTQ+	48	3.17	(1.00)	58	3.38	(0.97)		2.23	(0.91)	2.38	(1.21)		3.12	(1.29)	
Not LGBTQ+	933	3.21	(1.01)	1048	3.36	(1.00)	↑	2.81	(1.07)	2.67	(1.10)		3.43	(1.17)	
Faculty with Disability	138	3.25	(1.07)	169	3.35	(1.10)		2.45	(1.19)	2.13	(1.06)	*	3.14	(1.29)	
Faculty without Disability	867	3.20	(1.00)	950	3.37	(0.98)	↑	2.83	(1.04)	2.75	(1.09)		3.47	(1.16)	
Biological Science	391	3.30	(1.03)	446	3.46	(1.00)	* ↑	2.90	(1.07)	2.80	(1.13)	*	3.58	(1.13)	
Physical Science	221	3.18	(0.99)	225	3.38	(1.01)	↑	2.99	(1.03)	2.89	(1.07)	*	3.48	(1.15)	
Social Science	252	3.21	(0.99)	320	3.29	(0.98)		2.75	(1.04)	2.48	(1.08)	* ↓	3.28	(1.21)	
Arts & Humanities	152	3.06	(1.03)	135	3.23	(1.00)		2.34	(1.09)	2.31	(1.07)	*	3.11	(1.25)	
Science Department	592	3.27	(1.02)	648	3.44	(1.00)	* ↑	2.95	(1.05)	2.86	(1.11)	*	3.55	(1.14)	
Non-Science Department	424	3.14	(1.00)	478	3.27	(0.99)	↑	2.59	(1.07)	2.41	(1.06)		3.24	(1.22)	
Untenured	201	2.85	(1.03)	255	3.05	(0.98)	* ↑	2.63	(1.24)	2.70	(1.18)		3.32	(1.20)	
Tenured	819	3.31	(0.99)	874	3.46	(0.99)	↑	2.80	(1.05)	2.65	(1.10)	↓	3.45	(1.18)	
Non-Mainstream Research	615	3.15	(1.02)	598	3.27	(1.02)	* ↑	2.64	(1.05)	2.47	(1.10)	*	3.22	(1.19)	
Mainstream Research	393	3.31	(1.00)	502	3.47	(0.96)	↑	2.97	(1.06)	2.84	(1.07)		3.63	(1.14)	
Department Chair	72	3.78	(1.04)	72	3.97	(0.90)	*	3.21	(0.99)	2.93	(1.11)		3.76	(1.13)	
Not Chair	948	3.18	(1.00)	1054	3.33	(0.99)	↑	2.72	(1.08)	2.64	(1.11)		3.40	(1.18)	

* Significant difference at $p < .05$.

** Large numbers of respondents selected "Don't Know"; these responses were coded as missing data and only scaled answers are reported.

↑ or ↓. Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response categories are: Not at all (1), A little (2), Somewhat (3), Very (4), or Extremely (5). There is also a "Don't Know" option, see Table HIB6a.

Table HIB5a. UW-Madison's Response to Hostile or Intimidating Behavior, Tenure-Track Faculty Only

Thinking about hostile or intimidating behavior at UW-Madison...

	Don't know how seriously hostile or intimidating behavior is treated on campus						Don't know how common hostile or intimidating behavior is on campus			
	2019			2022			2019		2022	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.
Total	1103	26.75%	(44.28)	1209	24.81%	(0.43)	43.79%	(49.64)	42.17%	(0.49)
Women	429	29.37%	(45.60)	513	28.27%	(0.45) *	41.72%	(49.37)	42.41%	(0.49)
Men	674	25.07%	(43.38)	695	22.30%	(0.42)	45.10%	(49.80)	42.05%	(0.49)
Faculty of Color	188	36.17%	(48.18) *	216	25.00%	(0.43) ↓	40.43%	(49.21)	40.28%	(0.49)
Majority Faculty	915	24.81%	(43.21)	993	24.77%	(0.43)	44.48%	(49.72)	42.58%	(0.49)
Not US Citizen	120	35.00%	(47.90) *	147	36.73%	(0.48) *	55.00%	(49.96) *	47.62%	(0.50)
US Citizen	983	25.74%	(43.74)	1062	23.16%	(0.42)	42.42%	(49.45)	41.42%	(0.49)
LGBTQ+	53	26.42%	(44.51)	64	25.00%	(0.44)	41.51%	(49.75)	42.19%	(0.50)
Not LGBTQ+	1007	26.42%	(44.11)	1120	24.82%	(0.43)	44.19%	(49.69)	42.28%	(0.49)
Faculty with Disability	145	20.00%	(40.14) *	180	21.67%	(0.41)	38.62%	(48.86)	39.78%	(0.49)
Faculty without Disability	942	28.03%	(44.94)	1018	25.44%	(0.44)	45.01%	(49.78)	42.53%	(0.49)
Biological Science	424	25.71%	(43.75)	468	21.15%	(0.41) *	44.10%	(49.71)	42.31%	(0.49)
Physical Science	236	28.81%	(45.39)	246	26.83%	(0.44)	50.85%	(50.10) *	42.45%	(0.50)
Social Science	278	24.10%	(42.85)	347	29.11%	(0.45) *	40.29%	(49.14)	44.35%	(0.50)
Arts & Humanities	161	31.06%	(46.42)	145	23.45%	(0.43)	39.13%	(48.96)	36.30%	(0.48)
Science Department	638	27.12%	(44.49)	689	23.08%	(0.42)	46.71%	(49.93) *	42.30%	(0.49)
Non-Science Department	461	26.25%	(44.05)	517	27.27%	(0.45)	39.91%	(49.03)	42.05%	(0.49)
Untenured	233	35.62%	(47.99) *	291	37.80%	(0.49) *	49.79%	(50.11) *	55.67%	(0.50) *
Tenured	870	24.37%	(42.95)	918	20.70%	(0.41)	42.18%	(49.41)	37.88%	(0.49)
Non-Mainstream Research	666	28.53%	(45.19)	647	25.81%	(0.44)	44.14%	(49.69)	42.19%	(0.49)
Mainstream Research	423	23.64%	(42.54)	533	23.26%	(0.42)	43.50%	(49.63)	41.05%	(0.49)
Department Chair	72	6.94%	(25.60) *	72	6.94%	(0.26) *	19.44%	(39.85) *	16.67%	(0.38) *
Not Chair	1031	28.13%	(44.98)	1133	26.04%	(0.44)	45.49%	(49.82)	43.85%	(0.50)

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table HIB6a. UW-Madison's Response to Hostile or Intimidating Behavior, Tenure-Track Faculty Only

Thinking about hostile or intimidating behavior at UW-Madison...

	Don't know how well I know the steps to take if a person comes to (me) with a problem with hostile or intimidating behavior						Don't know how effective the process is for resolving complaints about hostile or intimidating behavior at UW-Madison					Don't know how comfortable I am voicing concerns about hostile or intimidating behavior?			
	2019			2022			2019		2022					2022	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.			Mean	Std. Dev.	
Total	1103	7.52%	(26.39)	1208	6.54%	(0.25)	61.38%	(48.71)	53.36%	(0.50)	↓			4.56%	(0.21)
Women	429	10.26%	(30.37) *	513	7.99%	(0.27)	60.14%	(49.02)	52.44%	(0.50)	↓			5.07%	(0.22)
Men	674	5.79%	(23.37)	694	5.33%	(0.22)	62.70%	(48.53)	54.11%	(0.50)	↓			4.19%	(0.20)
Faculty of Color	188	9.04%	(28.76)	215	6.51%	(0.25)	55.32%	(49.85)	53.95%	(0.50)				3.26%	(0.18)
Majority Faculty	915	7.21%	(25.88)	993	6.55%	(0.25)	62.62%	(48.41)	53.23%	(0.50)	↓			4.84%	(0.21)
Not US Citizen	120	13.33%	(34.14) *	147	10.88%	(0.31)	75.00%	(43.48) *	65.31%	(0.48) *				9.52%	(0.29) *
US Citizen	983	6.82%	(25.21)	1061	5.94%	(0.24)	59.72%	(49.07)	51.70%	(0.50)	↓			3.87%	(0.19)
LGBTQ+	53	9.43%	(29.51)	64	9.38%	(0.29)	50.94%	(50.47)	46.88%	(0.50)				6.35%	(0.25)
Not LGBTQ+	1007	7.35%	(26.11)	1119	6.34%	(0.24)	61.97%	(48.57)	53.89%	(0.50)	↓			4.56%	(0.21)
Faculty with Disability	145	4.83%	(21.51)	181	6.63%	(0.25)	55.17%	(49.90)	47.51%	(0.50)				1.67%	(0.13) *
Faculty without Disability	942	7.96%	(27.08)	1016	6.50%	(0.25)	62.63%	(48.40)	54.43%	(0.50)	↓			5.12%	(0.22)
Biological Science	424	7.78%	(26.82)	467	4.50%	(0.21) * ↓	61.56%	(48.70)	52.46%	(0.50)	↓			4.08%	(0.20)
Physical Science	236	6.36%	(24.45)	246	8.54%	(0.28)	71.19%	(45.39) *	57.32%	(0.50)	↓			6.10%	(0.24)
Social Science	278	9.35%	(29.17)	346	7.51%	(0.26)	56.47%	(49.67) *	53.33%	(0.50)				4.64%	(0.21)
Arts & Humanities	161	5.59%	(23.04)	146	7.53%	(0.26)	56.52%	(49.73)	49.32%	(0.50)				3.42%	(0.18)
Science Department	638	7.21%	(25.89)	688	5.81%	(0.23)	64.89%	(47.77) *	54.22%	(0.50)	↓			4.51%	(0.21)
Non-Science Department	461	8.03%	(27.20)	517	7.54%	(0.26)	57.05%	(49.55)	52.13%	(0.50)				4.65%	(0.21)
Untenured	233	13.73%	(34.49) *	291	12.37%	(0.33) *	75.97%	(42.82) *	70.45%	(0.46) *				8.93%	(0.29) *
Tenured	870	5.86%	(23.50)	917	4.69%	(0.21)	57.47%	(49.47)	47.93%	(0.50)	↓			3.17%	(0.18)
Non-Mainstream Research	666	7.66%	(26.61)	646	7.43%	(0.26)	63.06%	(48.30)	55.66%	(0.50)	↓			4.81%	(0.21)
Mainstream Research	423	7.09%	(25.70)	533	5.82%	(0.23)	59.34%	(49.18)	50.28%	(0.50)	↓			4.32%	(0.20)
Department Chair	72	0.00%	(0.00) *	72	0.00%	(0.00) *	33.33%	(47.47) *	25.00%	(0.44) *				0.00%	(0.00) *
Not Chair	1031	8.05%	(27.22)	1132	6.89%	(0.25)	63.34%	(48.21)	55.17%	(0.50)	↓			4.87%	(0.22)

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table W1a. Academic Productivity, Tenure-Track Faculty Only

As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities?

	Teaching (including preparing materials for class, lecturing, supervising TAs, etc.)						Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)				Scholarship or conducting research (including writing, attending professional meetings, grant writing, artistic activity, etc.)			
	2019			2022			2019		2022		2019		2022	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.
Total	1084	23.11%	(15.47)	1200	22.41%	(15.57)	12.33%	(8.93)	12.70%	(10.06)	30.67%	(17.47)	29.49%	(17.86)
Women	420	22.70%	(15.54)	510	23.32%	(17.03)	12.30%	(8.97)	12.78%	(9.93)	30.40%	(18.12)	27.43%	(17.98) * ↓
Men	664	23.36%	(15.43)	689	21.72%	(14.36)	↓ 12.35%	(8.91)	12.66%	(10.17)	30.84%	(17.06)	31.01%	(17.64)
Faculty of Color	184	23.03%	(14.60)	216	23.64%	(14.89)	12.32%	(8.44)	12.21%	(8.53)	35.69%	(18.07) *	32.87%	(17.93) *
Majority Faculty	900	23.12%	(15.64)	984	22.14%	(15.71)	12.33%	(9.03)	12.81%	(10.37)	29.64%	(17.18)	28.75%	(17.77)
Not US Citizen	119	26.78%	(14.81) *	146	25.71%	(13.29) *	14.53%	(9.25) *	15.19%	(12.07) *	33.61%	(16.82)	34.12%	(17.03) *
US Citizen	965	22.65%	(15.49)	1054	21.96%	(15.81)	12.06%	(8.86)	12.36%	(9.71)	30.31%	(17.53)	28.85%	(17.88)
LGBTQ+	52	30.04%	(15.40) *	65	27.91%	(16.93) *	12.65%	(7.48)	11.22%	(7.10)	21.67%	(14.79) *	26.22%	(16.38)
Not LGBTQ+	995	22.66%	(16.95)	1110	22.06%	(15.47)	12.31%	(9.06)	12.85%	(10.23)	31.23%	(17.58)	29.63%	(17.98) ↓
Faculty with Disability	140	27.44%	(17.02) *	181	27.44%	(15.99) *	12.48%	(9.59)	12.69%	(9.16)	26.59%	(17.36) *	26.18%	(16.04) *
Faculty without Disability	930	22.47%	(15.16)	1007	21.48%	(15.36)	12.37%	(8.85)	12.72%	(10.23)	31.33%	(17.44)	30.00%	(18.13)
Biological Science	422	14.55%	(12.91) *	466	15.52%	(12.81) *	10.86%	(9.76) *	12.02%	(10.48)	37.01%	(19.85) *	36.56%	(19.37) *
Physical Science	228	24.11%	(12.41)	242	24.91%	(12.08) *	16.18%	(9.11) *	18.26%	(11.32) * ↑	27.71%	(13.55) *	26.76%	(13.98) *
Social Science	272	27.82%	(14.40) *	343	24.30%	(16.54) * ↓	11.47%	(7.24) *	10.55%	(8.20) *	29.03%	(15.37) *	25.65%	(16.58) * ↓
Arts & Humanities	157	36.34%	(14.50) *	146	35.81%	(15.19) *	12.24%	(7.39)	10.92%	(6.62) *	20.96%	(12.26) *	20.55%	(12.94) *
Science Department	629	17.81%	(13.60)	684	18.56%	(13.25) *	12.83%	(9.93) *	14.32%	(11.29) * ↑	33.72%	(18.40) *	33.25%	(18.41) *
Non-Science Department	450	30.47%	(14.97) *	513	27.54%	(16.88) ↓	11.66%	(7.30)	10.61%	(7.67) ↓	26.47%	(15.16)	24.51%	(15.80)
Untenured	229	25.65%	(16.75) *	290	26.29%	(15.67) *	13.12%	(9.03)	15.21%	(10.78) * ↑	37.47%	(17.13) *	36.28%	(17.44) *
Tenured	855	22.43%	(15.04)	910	21.18%	(15.34)	12.12%	(8.89)	11.90%	(9.69)	28.85%	(17.12)	27.33%	(17.45)
Non-Mainstream Research	649	23.68%	(15.44)	644	23.27%	(16.25)	12.44%	(8.99)	12.76%	(9.79)	29.66%	(17.29) *	28.75%	(17.29) *
Mainstream Research	416	22.18%	(15.47)	529	21.64%	(14.35)	12.24%	(8.78)	12.93%	(10.40)	32.69%	(17.61)	31.02%	(18.11)
Department Chair	69	16.30%	(9.33) *	71	14.93%	(11.28) *	8.55%	(6.41) *	8.62%	(6.69) *	17.30%	(10.22) *	17.00%	(9.15) *
Not Chair	1015	23.57%	(15.69)	1125	22.87%	(15.68)	12.59%	(9.02)	12.99%	(10.19)	31.58%	(17.50)	30.29%	(17.99)

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table W2a. Academic Productivity, Tenure-Track Faculty Only

As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities?

	Administrative responsibilities (including compliance activities)						Committee work/University service				External paid consulting			
	2019			2022			2019		2022		2019		2022	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.
Total	1084	11.89%	(15.02)	1200	13.12%	(16.70)	8.29%	(8.28)	8.81%	(8.55)	0.61%	(2.08)	0.47%	(1.78)
Women	420	12.07%	(15.62)	510	13.53%	(17.74)	9.14%	(8.85) *	9.33%	(8.90)	0.34%	(1.84) *	0.28%	(1.49) *
Men	664	11.77%	(14.64)	689	12.83%	(15.91)	7.75%	(7.86)	8.43%	(8.27)	0.79%	(2.20)	0.61%	(1.96)
Faculty of Color	184	9.72%	(14.30) *	216	11.13%	(13.43) *	7.63%	(7.86)	9.01%	(8.82)	0.65%	(2.10)	0.64%	(2.06)
Majority Faculty	900	12.33%	(15.13)	984	13.56%	(17.31)	8.43%	(8.36)	8.76%	(8.49)	0.61%	(2.07)	0.43%	(1.71) ↓
Not US Citizen	119	7.85%	(8.86) *	146	7.10%	(9.24) *	7.05%	(6.64) *	6.81%	(6.41) *	0.29%	(1.03) *	0.35%	(1.90)
US Citizen	965	12.38%	(15.54)	1054	13.96%	(17.33) ↑	8.45%	(8.45)	9.08%	(8.77)	0.65%	(2.17)	0.48%	(1.76)
LGBTQ+	52	11.35%	(14.00)	65	12.14%	(13.67)	11.15%	(9.79) *	10.74%	(8.64)	0.65%	(1.86)	0.58%	(2.16)
Not LGBTQ+	995	11.91%	(15.12)	1110	13.22%	(16.92)	8.13%	(8.24)	8.71%	(8.57)	0.59%	(1.90)	0.45%	(1.74)
Faculty with Disability	140	11.05%	(13.49)	181	11.12%	(14.44) *	9.52%	(8.81)	9.11%	(7.26)	0.45%	(1.61)	0.52%	(1.94)
Faculty without Disability	930	11.96%	(15.24)	1007	13.51%	(17.14) ↑	8.13%	(8.21)	8.78%	(8.80)	0.60%	(1.91)	0.46%	(1.75)
Biological Science	422	11.68%	(13.40)	466	12.79%	(14.08)	6.49%	(7.03) *	7.11%	(6.82) *	0.69%	(2.33)	0.42%	(1.69)
Physical Science	228	12.17%	(16.10)	242	11.32%	(14.65) *	8.82%	(8.33)	9.26%	(7.99)	0.93%	(2.55) *	0.64%	(2.12)
Social Science	272	12.34%	(15.80)	343	14.69%	(20.58)	8.78%	(8.42)	9.48%	(9.82)	0.47%	(1.58)	0.52%	(1.88)
Arts & Humanities	157	11.11%	(16.03)	146	13.10%	(16.12)	11.51%	(9.85) *	11.96%	(10.00) *	0.15%	(0.75) *	0.19%	(1.05) *
Science Department	629	11.79%	(14.27)	684	12.26%	(14.22)	7.27%	(7.58) *	7.85%	(7.30) *	0.80%	(2.44) *	0.48%	(1.72) ↓
Non-Science Department	450	11.97%	(15.97)	513	14.17%	(19.22)	9.71%	(9.01)	10.11%	(9.84)	0.34%	(1.31)	0.45%	(1.86)
Untenured	229	5.46%	(6.73) *	290	5.20%	(5.06) *	5.86%	(5.27) *	6.31%	(5.08) *	0.22%	(0.93) *	0.29%	(1.66)
Tenured	855	13.61%	(16.12)	910	15.65%	(18.26) ↑	8.95%	(8.80)	9.60%	(9.25)	0.72%	(2.28)	0.52%	(1.81) ↓
Non-Mainstream Research	649	11.70%	(11.70)	644	12.78%	(16.10)	8.71%	(8.47) *	8.89%	(8.10)	0.54%	(1.91)	0.47%	(1.70)
Mainstream Research	416	12.11%	(12.11)	529	12.99%	(15.87)	7.56%	(7.73)	8.51%	(7.62)	0.65%	(1.84)	0.49%	(1.91)
Department Chair	69	39.88%	(18.73) *	71	38.75%	(16.63) *	6.71%	(8.63)	9.76%	(10.48)	0.70%	(1.70)	0.35%	(1.10)
Not Chair	1015	9.98%	(12.66)	1125	11.46%	(15.18) ↑	8.40%	(8.25)	8.76%	(8.42)	0.61%	(2.10)	0.48%	(1.82)

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table W3a. Academic Productivity, Tenure-Track Faculty Only

As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities?

	Clinical work						Extension/Outreach activities				Service to the profession (including reviewing manuscripts, service to professional organizations)							
	2019			2022			2019		2022		2019		2022					
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.				
Total	1084	3.63%	(12.08)	1200	2.61%	(10.13)	↓	3.21%	(8.27)	4.45%	(12.17)	↑	5.86%	(4.88)	5.91%	(4.59)		
Women	420	3.57%	(11.61)	510	2.42%	(8.98)		3.43%	(8.52)	4.93%	(12.64)	↑	6.09%	(5.14)	6.10%	(5.12)		
Men	664	3.66%	(12.38)	689	2.76%	(10.92)		3.06%	(8.11)	4.09%	(11.81)		5.72%	(4.71)	5.75%	(4.16)		
Faculty of Color	184	2.53%	(9.51)	216	2.01%	(7.66)		2.85%	(7.42)	2.45%	(5.04)	*	5.77%	(5.19)	5.36%	(4.26)		
Majority Faculty	900	3.85%	(12.53)	984	2.74%	(10.60)	↓	3.28%	(8.43)	4.89%	(13.19)	↑	5.88%	(4.81)	6.02%	(4.65)		
Not US Citizen	119	1.43%	(5.86)	146	1.55%	(6.39)		2.11%	(4.66)	*	3.50%	(11.66)		5.49%	(4.13)	5.86%	(4.41)	
US Citizen	965	3.90%	(12.61)	1054	2.76%	(10.54)	↓	3.34%	(8.60)	4.58%	(12.23)	↑	5.91%	(4.96)	5.91%	(4.62)		
LGBTQ+	52	3.27%	(11.02)	65	2.89%	(9.22)		2.50%	(3.99)	2.58%	(4.92)	*	5.63%	(3.96)	5.46%	(3.54)		
Not LGBTQ+	995	3.72%	(12.30)	1110	2.62%	(10.27)	↓	3.18%	(8.13)	4.52%	(12.32)	↑	5.88%	(4.94)	5.92%	(4.67)		
Faculty with Disability	140	3.93%	(12.62)	181	2.32%	(9.08)		2.40%	(5.31)	4.06%	(8.53)	↑	5.18%	(5.20)	6.22%	(4.58)		
Faculty without Disability	930	3.61%	(12.07)	1007	2.67%	(10.35)		3.21%	(8.22)	4.56%	(12.78)	↑	5.98%	(4.83)	5.86%	(4.60)		
Biological Science	422	9.25%	(17.96)	466	6.62%	(15.42)	* ↓	3.64%	(10.06)	2.85%	(7.59)	*	5.38%	(4.16)	*	5.63%	(4.21)	
Physical Science	228	0.01%	(0.20)	242	0.00%	(0.00)	*	3.13%	(8.41)	2.51%	(5.33)	*	6.27%	(4.54)	5.99%	(4.28)		
Social Science	272	0.10%	(1.26)	343	0.12%	(1.00)	*	3.36%	(6.85)	9.03%	(19.60)	* ↑	6.75%	(6.05)	*	6.34%	(5.20)	
Arts & Humanities	157	0.00%	(0.00)	146	0.07%	(0.58)	*	1.81%	(3.67)	*	1.97%	(3.71)	*	5.04%	(4.65)	*	5.65%	(4.67)
Science Department	629	6.16%	(15.31)	684	4.51%	(13.09)	* ↓	3.46%	(9.38)	2.68%	(6.74)	*	5.72%	(4.36)	5.77%	(4.28)		
Non-Science Department	450	0.13%	(1.72)	513	0.10%	(0.88)		2.82%	(6.41)	6.80%	(16.61)	↑	6.07%	(5.53)	6.09%	(4.97)		
Untenured	229	3.77%	(11.60)	290	2.63%	(9.38)		3.23%	(8.19)	2.26%	(5.15)	*	4.87%	(3.80)	*	5.40%	(4.03)	
Tenured	855	3.59%	(12.21)	910	2.61%	(10.37)		3.20%	(8.30)	5.15%	(13.57)	↑	6.13%	(5.10)	6.07%	(4.75)		
Non-Mainstream Research	649	3.82%	(12.40)	644	2.89%	(11.05)		3.40%	(8.26)	4.42%	(11.40)		5.63%	(4.54)	5.94%	(4.61)		
Mainstream Research	416	3.03%	(10.74)	529	2.31%	(9.03)		2.94%	(8.41)	4.06%	(11.74)		6.24%	(5.37)	5.94%	(4.50)		
Department Chair	69	2.87%	(10.14)	71	1.69%	(5.67)		2.99%	(7.45)	3.06%	(6.69)		3.59%	(3.79)	*	5.56%	(4.30)	
Not Chair	1015	3.68%	(12.20)	1125	2.68%	(10.37)	↓	3.22%	(8.33)	4.53%	(12.44)	↑	6.02%	(4.91)	5.93%	(4.61)		

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table W4a. Academic Productivity, Tenure-Track Faculty Only

As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities?

	2019			2022		
	N	%	Std. Dev.	N	%	Std. Dev.
Total	1084	0.59%	(4.48)	1200	0.38%	(3.12)
Women	420	0.41%	(2.20)	510	0.41%	(2.18)
Men	664	0.70%	(5.45)	689	0.35%	(3.67)
Faculty of Color	184	0.22%	(1.45) *	216	0.49%	(2.48)
Majority Faculty	900	0.66%	(4.87)	984	0.35%	(3.25)
Not US Citizen	119	0.42%	(2.22)	146	0.19%	(1.54)
US Citizen	965	0.61%	(4.69)	1054	0.40%	(3.28)
LGBTQ+	52	1.06%	(4.68)	65	0.35%	(1.68)
Not LGBTQ+	995	0.58%	(4.55)	1110	0.39%	(3.22)
Faculty with Disability	140	0.80%	(3.41)	181	0.29%	(1.53)
Faculty without Disability	930	0.56%	4.66	1007	0.40%	3.35
Biological Science	422	0.63%	(4.41)	466	0.47%	(4.43)
Physical Science	228	0.53%	(2.84)	242	0.33%	(2.11)
Social Science	272	0.30%	(1.44)	343	0.34%	(1.70)
Arts & Humanities	157	1.08%	(8.44)	146	0.24%	(1.89)
Science Department	629	0.51%	(3.21)	684	0.31%	(2.05)
Non-Science Department	450	0.70%	(5.84)	513	0.46%	(4.16)
Untenured	229	0.40%	(2.45)	290	0.43%	(2.50)
Tenured	855	0.64%	(4.89)	910	0.36%	(3.30)
Non-Mainstream Research	649	0.79%	(5.59) *	644	0.25%	(1.69) ↓
Mainstream Research	416	0.27%	(1.85)	529	0.38%	(2.19)
Department Chair	69	1.01%	(7.31)	71	0.14%	(1.19)
Not Chair	1015	0.56%	(4.23)	1125	0.39%	(3.21)

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table W5a. Other Work-Related Activities, Tenure-Track Faculty Only (Full Codebook)

Service		Research and Collaboration	
Other Work	N	Other Work	N
Nonspecific external service	2	Managing collaboration	1
		Community-based research	1
External Relationships		Peer Relationships	
Other Work	N	Other Work	N
Media and social media	1	Mentoring junior faculty/peers	4
Lectures and presentations	1	Hiring activities	1
External organizations (general)	1	Mentor postdocs	1
Startup company	2		
Grantsmanship		Internal and Lab Management	
Other Work	N	Other Work	N
Grantsmanship, general	1	Setting up lab, ordering supplies	3
		General lab work	2
		Studio or lab management/maintenance	1
Administrative and Clerical Work		Miscellaneous	
Other Work	N	Other Work	N
Email	5	Nonapplicable comment	1
Time reports, effort certification	1	Recoded into another answer choice	9
General clerical/secretarial/ administrative	2	More than 100%	2
Leadership role	3	Unknown/not clear	13
Personnel issues	1		
Campus Activities			
Other Work	N		
Departmental meetings	1		
General meetings	2		
Recruitment	2		
DEI tasks	1		

Table W6a. Hours in a Typical Work Week, Tenure-Track Faculty Only

During an academic year, how many hours is your typical work week?

	2019			2022			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	
Total	1073	57.21	(11.38)	1196	55.33	(10.34)	↓
Women	413	56.78	(12.26)	509	55.06	(10.52)	↓
Men	660	57.48	(10.79)	687	55.53	(10.20)	↓
Faculty of Color	183	59.56	(13.82) *	215	55.10	(10.85)	↓
Majority Faculty	890	56.72	(10.75)	981	55.38	(10.23)	↓
Not US Citizen	118	56.93	(10.50)	145	56.45	(11.15)	
US Citizen	955	57.24	(11.49)	1051	55.18	(10.22)	↓
LGBTQ+	52	56.35	(11.17)	64	56.72	(11.14)	
Not LGBTQ+	985	57.14	(11.32)	1106	55.14	(10.27)	↓
Faculty with Disability	141	56.32	(11.25)	180	56.16	(10.95)	
Faculty without Disability	918	57.32	(11.46)	1003	55.11	(10.18)	↓
Biological Science	420	58.17	(11.01) *	465	56.31	(10.81)	* ↓
Physical Science	224	57.27	(10.44)	242	55.98	(9.54)	
Social Science	270	56.00	(13.30)	346	53.38	(9.77)	* ↓
Arts & Humanities	154	56.54	(9.85)	140	55.73	(10.93)	
Science Department	622	57.95	(10.84) *	683	56.21	(10.18)	* ↓
Non-Science Department	446	56.14	(12.05)	510	54.14	(10.46)	↓
Untenured	225	57.01	(11.53)	289	55.58	(10.53)	
Tenured	848	57.26	(11.34)	907	55.25	(10.28)	↓
Non-Mainstream Research	642	57.67	(11.41)	637	55.68	(9.90)	↓
Mainstream Research	413	56.52	(11.24)	533	55.09	(10.80)	↓
Department Chair	70	59.70	(9.44) *	71	57.28	(10.55)	
Not Chair	1003	57.03	(11.48)	1122	55.20	(10.32)	↓

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table W7a. Reasonableness of Workload, Tenure-Track Faculty Only*In the current academic year, overall, how would you rate the reasonableness of your workload?*

	2019			2022		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.
Total	1084	3.70	(0.65)	1199	3.73	(0.68)
Women	421	3.83	(0.66) *	510	3.83	(0.70) *
Men	663	3.63	(0.63)	689	3.65	(0.66)
Faculty of Color	184	3.78	(0.65)	218	3.78	(0.68)
Majority Faculty	900	3.69	(0.65)	981	3.72	(0.68)
Not US Citizen	119	3.66	(0.62)	146	3.68	(0.68)
US Citizen	965	3.71	(0.65)	1053	3.73	(0.68)
LGBTQ+	54	3.83	(0.61)	64	3.91	(0.75) *
Not LGBTQ+	991	3.70	(0.65)	1110	3.72	(0.68)
Faculty with Disability	140	3.78	(0.74)	180	3.85	(0.69) *
Faculty without Disability	929	3.69	(0.63)	1007	3.71	(0.68)
Biological Science	420	3.66	(0.65)	462	3.66	(0.66) *
Physical Science	227	3.64	(0.63)	242	3.74	(0.69)
Social Science	273	3.76	(0.64)	347	3.75	(0.70)
Arts & Humanities	159	3.82	(0.66) *	145	3.88	(0.67) *
Science Department	626	3.66	(0.64) *	680	3.69	(0.67) *
Non-Science Department	453	3.77	(0.65)	516	3.78	(0.69)
Untenured	231	3.71	(0.65)	290	3.69	(0.66)
Tenured	853	3.70	(0.65)	909	3.74	(0.69)
Non-Mainstream Research	650	3.70	(0.65)	643	3.75	(0.69)
Mainstream Research	415	3.70	(0.64)	530	3.71	(0.68)
Department Chair	70	3.81	(0.60)	72	3.93	(0.66) *
Not Chair	1014	3.70	(0.65)	1124	3.72	(0.68)

* Significant difference at $p < .05$.↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response categories: 1=Much too light, 2=Too light, 3=Just right, 4=Too heavy, 5=Much too heavy

Table W8a. Academic Productivity, Tenure-Track Faculty Only

In the past 12 months, how many of each of the following did you submit?

	Journal papers						Conference papers/presentations						Authored books			
	2019			2022			2019		2022				2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	
Total	1040	4.70	(4.44)	1171	4.44	(4.41)	4.17	(4.17)	3.30	(3.94)	↓	0.15	(0.55)	0.11	(0.35)	↓
Women	402	3.96	(3.48) *	495	3.66	(3.40) *	3.80	(3.46) *	3.03	(3.33) *	* ↓	0.17	(0.67)	0.09	(0.31)	
Men	638	5.17	(4.90)	675	5.02	(4.95)	4.41	(4.55)	3.50	(4.34)	↓	0.14	(0.46)	0.12	(0.37)	
Faculty of Color	174	4.89	(5.00)	208	4.77	(4.84)	4.22	(3.94)	3.39	(4.60)		0.17	(0.43)	0.13	(0.39)	
Majority Faculty	866	4.67	(4.32)	963	4.37	(4.31)	4.16	(4.22)	3.28	(3.79)	↓	0.15	(0.57)	0.10	(0.34)	
Not US Citizen	117	4.25	(4.02)	142	4.47	(4.37)	3.93	(4.04)	4.23	(4.37)	*	0.14	(0.47)	0.10	(0.33)	
US Citizen	923	4.76	(4.49)	1029	4.44	(4.42)	4.20	(4.18)	3.17	(3.87)	↓	0.16	(0.56)	0.11	(0.35)	↓
LGBTQ+	51	3.53	(4.13)	64	3.16	(3.54) *	3.48	(2.96)	2.72	(2.93)		0.20	(0.41)	0.34	(0.58) *	
Not LGBTQ+	956	4.77	(4.45)	1080	4.50	(4.45)	4.22	(4.25)	3.31	(3.91)	↓	0.15	(0.56)	0.09	(0.32)	↓
Faculty with Disability	138	4.18	(4.10)	177	3.87	(4.62)	3.65	(3.68)	3.33	(4.55)		0.20	(0.47)	0.11	(0.32)	
Faculty without Disability	888	4.77	(4.47)	981	4.52	(4.37)	4.26	(4.25)	3.25	(3.71)	↓	0.14	(0.56)	0.11	(0.35)	
Biological Science	421	5.63	(4.62) *	463	5.91	(4.90) *	4.62	(4.47) *	3.67	(4.43) *	* ↓	0.09	(0.58) *	0.04	(0.21) *	
Physical Science	225	5.92	(5.30) *	238	5.11	(4.47) *	4.91	(4.99) *	3.92	(4.49) *	* ↓	0.08	(0.33) *	0.06	(0.31) *	
Social Science	263	3.68	(2.93) *	337	3.21	(3.29) *	3.58	(3.31) *	2.99	(3.31)	* ↓	0.20	(0.50)	0.15	(0.40) *	
Arts & Humanities	126	1.50	(1.52) *	131	1.18	(1.31) *	2.74	(2.37) *	1.78	(1.51) *	* ↓	0.41	(0.79) *	0.32	(0.52) *	
Science Department	625	5.74	(4.89) *	677	5.68	(4.81) *	4.73	(4.71) *	3.78	(4.47) *	* ↓	0.08	(0.51) *	0.05	(0.25) *	
Non-Science Department	410	3.10	(2.88)	492	2.74	(3.07)	3.37	(3.06)	2.67	(3.01)	↓	0.26	(0.60)	0.19	(0.43)	
Untenured	226	3.87	(3.45) *	287	4.19	(3.83)	3.83	(3.59)	3.80	(4.26) *	*	0.18	(0.84)	0.05	(0.23) *	
Tenured	814	4.94	(4.63)	884	4.53	(4.58)	4.27	(4.31)	3.13	(3.82)	↓	0.15	(0.43)	0.13	(0.38)	
Non-Mainstream Research	627	4.49	(4.54) *	626	4.19	(4.18) *	3.96	(4.05) *	3.14	(3.95)	↓	0.15	(0.56)	0.11	(0.35)	
Mainstream Research	396	5.10	(4.29)	518	4.88	(4.68)	4.53	(4.37)	3.61	(3.98)	↓	0.14	(0.43)	0.10	(0.34)	
Department Chair	68	3.72	(3.04) *	73	4.04	(3.98)	2.93	(2.29) *	3.32	(5.00)		0.09	(0.29)	0.10	(0.30)	
Not Chair	972	4.77	(4.52)	1095	4.47	(4.44)	4.26	(4.26)	3.30	(3.87)	↓	0.16	(0.57)	0.11	(0.35)	↓

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table W9a. Academic Productivity, Tenure-Track Faculty Only

In the past 12 months, how many of each of the following did you submit?

	2019			2022				2019				2022				2019				2022			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.			
Total	993	0.16	(0.46)	1050	0.07	(0.28)	↓	0.75	(1.07)	0.51	(0.97)	↓	3.03	(2.86)			2.89	(2.79)					
Women	381	0.14	(0.43)	448	0.06	(0.26)	↓	0.75	(1.01)	0.48	(0.89)	↓	2.69	(2.49)	*		2.63	(2.54)	*				
Men	612	0.17	(0.48)	602	0.08	(0.29)	↓	0.75	(1.10)	0.54	(1.03)	↓	3.24	(3.05)			3.08	(2.95)					
Faculty of Color	138	0.16	(0.42)	187	0.05	(0.21)	↓	0.71	(1.00)	0.53	(0.86)		3.33	(3.04)			3.27	(2.85)	*				
Majority Faculty	665	0.16	(0.47)	863	0.08	(0.29)	↓	0.75	(1.08)	0.51	(1.00)	↓	2.96	(2.82)			2.80	(2.77)					
Not US Citizen	80	0.23	(0.55)	131	0.05	(0.26)	↓	0.81	(1.08)	0.39	(0.86)	↓	3.28	(3.11)			3.63	(2.92)	*				
US Citizen	723	0.15	(0.45)	919	0.08	(0.28)	↓	0.74	(1.07)	0.53	(0.99)	↓	2.99	(2.83)			2.78	(2.76)					
LGBTQ+	42	0.19	(0.51)	58	0.09	(0.28)		0.79	(1.01)	0.57	(0.80)		2.20	(2.13)	*		2.23	(2.19)	*				
Not LGBTQ+	737	0.16	(0.46)	972	0.07	(0.28)	↓	0.74	(1.07)	0.51	(0.99)	↓	3.07	(2.88)			2.92	(2.78)					
Faculty with Disability	103	0.22	(0.59)	159	0.08	(0.30)	↓	0.85	(1.14)	0.62	(1.05)		2.28	(2.37)	*		2.23	(2.24)	*				
Faculty without Disability	687	0.15	(0.43)	880	0.07	(0.27)	↓	0.73	(1.06)	0.49	(0.96)	↓	3.14	(2.91)			2.99	(2.83)					
Biological Science	320	0.10	(0.36)	407	0.06	(0.26)		0.68	(1.01)	0.48	(0.97)	↓	3.62	(3.15)			3.65	(3.09)	*				
Physical Science	175	0.07	(0.30)	213	0.03	(0.17)	*	0.29	(0.66)	0.20	(0.54)	*	3.93	(2.90)	*		3.62	(2.83)	*				
Social Science	205	0.22	(0.51)	314	0.08	(0.29)	↓	1.08	(1.24)	0.59	(0.95)	↓	1.92	(3.40)	*		1.91	(1.98)	*				
Arts & Humanities	99	0.40	(0.71)	114	0.17	(0.42)	* ↓	1.02	(1.11)	1.00	(1.37)	*	1.51	(2.34)	*		1.20	(1.66)	*				
Science Department	481	0.09	(0.35)	602	0.05	(0.24)	* ↓	0.55	(0.92)	0.38	(0.85)	* ↓	3.71	(3.04)	*		3.65	(3.01)	*				
Non-Science Department	318	0.27	(0.58)	446	0.10	(0.32)	↓	1.04	(1.19)	0.69	(1.09)	↓	1.93	(2.16)			1.81	(2.00)					
Untenured	185	0.07	(0.28)	275	0.03	(0.19)	*	0.53	(0.79)	0.34	(0.81)	* ↓	3.72	(3.49)	*		3.60	(2.86)	*				
Tenured	618	0.19	(0.50)	775	0.09	(0.30)	↓	0.80	(1.13)	0.57	(1.01)	↓	2.83	(2.63)			2.65	(2.73)					
Non-Mainstream Research	479	0.16	(0.47)	552	0.09	(0.30)	↓	0.80	(1.08)	0.58	(1.11)	* ↓	2.99	(2.81)			2.75	(2.53)	*				
Mainstream Research	311	0.15	(0.43)	472	0.06	(0.24)	↓	0.66	(1.03)	0.45	(0.80)	↓	3.13	(2.96)			3.11	(3.05)					
Department Chair	56	0.11	(0.37)	69	0.06	(0.24)		0.59	(0.81)	0.60	(0.90)		2.46	(2.52)			2.23	(2.71)	*				
Not Chair	747	0.17	(0.47)	979	0.07	(0.28)	↓	0.76	(1.08)	0.51	(0.98)	↓	3.06	(2.88)			2.94	(2.79)					

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table W10a. Academic Productivity, Tenure-Track Faculty Only

In the past 12 months, how many of each of the following did you submit?

	2019			2022			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	
Total	438	2.99	(8.37)	530	1.97	(5.62)	↓
Women	172	3.14	(7.70)	235	2.20	(6.11)	
Men	266	2.89	(8.79)	295	1.78	(5.20)	
Faculty of Color	79	2.76	(6.19)	98	2.72	(6.74)	
Majority Faculty	359	3.04	(8.78)	432	1.79	(5.33)	↓
Not US Citizen	48	1.44	(3.94)	66	1.02	(2.48)	*
US Citizen	390	3.18	(8.75)	464	2.10	(5.92)	↓
LGBTQ+	27	1.63	(2.51)	31	1.74	(3.69)	
Not LGBTQ+	395	3.07	(8.73)	490	1.96	(5.75)	↓
Faculty with Disability	63	2.19	(3.88)	86	1.79	(4.55)	
Faculty without Disability	367	3.14	(8.99)	441	2.00	(5.83)	↓
Biological Science	140	3.34	(11.12)	165	1.98	(6.32)	
Physical Science	105	1.59	(3.51)	98	1.61	(5.72)	
Social Science	105	1.34	(2.97)	182	1.45	(3.69)	
Arts & Humanities	85	6.26	(10.79)	83	3.43	(7.16)	* ↓
Science Department	240	2.46	(8.64)	258	1.83	(6.14)	
Non-Science Department	195	3.68	(8.06)	270	2.08	(5.08)	↓
Untenured	100	2.10	(6.18)	124	1.03	(3.61)	*
Tenured	338	3.25	(8.91)	406	2.25	(6.08)	
Non-Mainstream Research	277	3.00	(8.85)	301	1.84	(4.86)	
Mainstream Research	153	2.85	(7.22)	216	2.23	(6.66)	
Department Chair	31	1.32	(2.68)	37	1.73	(6.78)	
Not Chair	407	3.12	(8.64)	491	1.97	(5.53)	↓

* Significant difference at $p < .05$.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

**Table W11a. Other Scholarly and Creative Works Submitted, Tenure-Track Faculty Only
(Full Codebook)**

Miscellaneous		Other Publications and Contributions	
Other Work	N	Other Work	N
Answer choice provided on instrument	8	Online/web-based publications (e.g., websites, blogs)	3
Not applicable to the question	6	Opinion, editorial, commentary, perspective pieces	6
Illegible	2	Interviews	3
		General articles (nonspecific)	11
		Newletters, bulletin, newspaper items	2
		Social media	2
		Media, general (e.g., tv, radio)	6
Creative and Artistic Works		Technical and Scientific Materials	
Other Work	N	Other Work	N
General creative, artistic works (e.g., "art")	9	Technical reports	6
Poetry/poems	1	Technical manual	1
Stories	1	Patents, patent applications	8
Music, recitals, recordings, compositions	3	Technical briefs	2
Documentary/Film	3	Reports (research, executive, program, other)	6
General performances/concerts	6	Trade publications	1
Exhibits/exhibitions	14	Fact sheets	5
Novels	1	Maps	1
Digital storytelling	2		
Theatrical productions	1		
Translation	4		
Master classes	1		
Technology Products		Educational Materials and Publications	
Other Work	N	Other Work	N
Computer and software packages/programs	6	Extension and outreach materials (general)	17
Web sites, web resources	4	Lecture notes, course preparation	5
Games	1	Workshops/webinars	4
		Web-based teaching materials (website, modules, tutorials)	2
		Curricula development	4
		Educational DVDs, videos, online/webinars	2
		Seminars	1
		Performance improvement activities	1
Scholarly Publications, Presentations,		Conference and Meeting Presentations,	
Other Work	N	Other Work	N
Review (article, grant, or nonspecific)	11	Invited presentation	5
White papers	3	Poster	1
Monograph	1	Conference materials or proceedings (general)	1
Book reviews	5	Presentations, talks, lectures	5
Invited publications	5	Organized conference or meeting	4
Editor reviews, editor work	11		
Journals	1		
Presentations, lecture (invited)	1		
Book proposal, manuscript	1		
Policy Materials		Professional Activities, Resulting Products	
Other Work	N	Other Work	N
Policy briefs	7	Professional committee	1
		National committee	1
		Tenure/promotion docs or review	2

Table S1a. Satisfaction With Resources, Tenure-Track Faculty Only

How satisfied are you with the resources UW-Madison provides...

	...to support your research and scholarship						...to support your teaching			
	2019			2022			2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1103	3.91	(1.14)	1203	3.90	(1.14)	3.85	(1.07)	3.87	(1.08)
Women	430	3.87	(1.18)	508	3.88	(1.20)	3.84	(1.12)	3.78	(1.16) *
Men	673	3.94	(1.11)	694	3.92	(1.11)	3.86	(1.03)	3.94	(1.01)
Faculty of Color	190	3.95	(1.10)	217	3.94	(1.13)	3.82	(1.06)	3.82	(1.16)
Majority Faculty	913	3.90	(1.14)	986	3.90	(1.15)	3.86	(1.07)	3.89	(1.06)
Not US Citizen	119	3.93	(1.12)	147	3.90	(1.11)	3.87	(1.03)	3.97	(0.95)
US Citizen	984	3.91	(1.14)	1056	3.90	(1.15)	3.85	(1.07)	3.86	(1.10)
LGBTQ+	54	3.94	(0.98)	65	3.86	(1.26)	3.78	(1.14)	3.63	(1.30)
Not LGBTQ+	1008	3.93	(1.13)	1112	3.90	(1.13)	3.87	(1.05)	3.89	(1.06)
Faculty with Disability	146	3.75	(1.26)	181	3.68	(1.27) *	3.67	(1.20)	3.66	(1.23) *
Faculty without Disability	942	3.94	(1.11)	1010	3.94	(1.12)	3.88	(1.04)	3.92	(1.04)
Biological Science	423	3.85	(1.15)	467	3.95	(1.07)	3.73	(1.08) *	3.84	(1.07)
Physical Science	234	3.91	(1.08)	246	3.84	(1.07)	3.89	(1.02)	3.90	(0.95)
Social Science	279	4.03	(1.10)	341	3.83	(1.25) ↓	4.00	(1.05) *	3.94	(1.15)
Arts & Humanities	162	3.91	(1.20)	146	4.01	(1.22)	3.85	(1.07)	3.79	(1.14)
Science Department	635	3.86	(1.13) *	688	3.91	(1.08)	3.78	(1.07) *	3.85	(1.03)
Non-Science Department	463	4.00	(1.14)	512	3.90	(1.23)	3.94	(1.05)	3.91	(1.14)
Untenured	234	4.16	(1.01) *	292	4.16	(0.97) *	3.99	(0.97) *	4.01	(1.00) *
Tenured	869	3.85	(1.16)	911	3.82	(1.18)	3.82	(1.09)	3.83	(1.10)
Non-Mainstream Research	660	3.83	(1.14) *	645	3.81	(1.16) *	3.78	(1.08) *	3.77	(1.10) *
Mainstream Research	424	4.04	(1.11)	533	4.03	(1.11)	3.97	(1.02)	3.99	(1.04)
Department Chair	70	4.11	(1.03)	73	4.08	(1.01)	4.16	(0.90) *	4.10	(0.91)
Not Chair	1033	3.90	(1.14)	1126	3.89	(1.15)	3.83	(1.07)	3.86	(1.09)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very dissatisfied" (1), "Somewhat dissatisfied" (2), "Neither satisfied nor dissatisfied" (3), "Somewhat satisfied" (4), and "Very satisfied" (5). Respondents could also choose "NA."

Table S2a. Satisfaction With Resources, Tenure-Track Faculty Only

How satisfied are you with the resources UW-Madison provides...

	...to support your clinical work						...to support your extension or outreach activities					
	2019			2022			2019		2022			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	573	3.60	(1.23)	129	3.72	(1.20)	3.38	(1.11)	3.52	(1.15)	↑	
Women	227	3.30	(3.31)	59	3.61	(1.10)	3.31	(1.09)	3.47	(1.18)		
Men	346	3.82	(3.43)	70	3.81	(1.28)	3.43	(1.14)	3.56	(1.13)		
Faculty of Color	19	3.68	(1.06)	21	3.48	(1.47)	3.45	(1.02)	3.41	(1.18)		
Majority Faculty	120	3.59	(1.25)	108	3.77	(1.14)	3.37	(1.13)	3.54	(1.15)	↑	
Not US Citizen	**	**	**	13	3.46	(1.13)	3.47	(1.06)	3.67	(0.95)		
US Citizen	130	3.61	(1.22)	116	3.75	(1.21)	3.37	(1.12)	3.50	(1.18)		
LGBTQ+	**	**	**	**	**	**	3.56	(0.97)	3.44	(1.05)		
Not LGBTQ+	127	3.62	(1.21)	116	3.73	(1.19)	3.38	(1.10)	3.52	(1.16)	↑	
Faculty with Disability	16	3.44	(1.36)	19	3.21	(1.40)	3.20	(1.17)	3.40	(1.08)		
Faculty without Disability	120	3.61	(1.21)	107	3.79	(1.16)	3.41	(1.09)	3.54	(1.17)		
Biological Science	126	3.54	(1.22)	118	3.78	(1.17)	3.33	(1.16)	3.59	(1.18)	↑	
Physical Science	**	**	**	**	**	**	3.50	(1.01)	3.58	(1.12)		
Social Science	10	4.20	(1.23)	**	**	**	3.41	(1.16)	3.51	(1.16)		
Arts & Humanities	**	**	**	**	**	**	3.28	(1.03)	3.22	(1.11)	*	
Science Department	127	3.57	(1.22)	118	3.78	(1.17)	3.41	(1.09)	3.59	(1.15)	↑	
Non-Science Department	12	3.92	(1.31)	11	3.09	(1.38)	3.33	(1.13)	3.43	(1.16)		
Untenured	29	3.59	(1.15)	34	3.88	(0.88)	3.50	(1.00)	3.71	(0.96)	*	
Tenured	110	3.61	(1.25)	95	3.66	(1.29)	3.35	(1.14)	3.45	(1.21)		
Non-Mainstream Research	79	3.54	(1.14)	66	3.56	(1.05)	3.31	(1.11)	3.38	(1.11)	*	
Mainstream Research	55	3.78	(1.26)	59	3.83	(1.34)	3.51	(1.09)	3.66	(1.18)		
Department Chair	**	**	**	10	4.30	(1.06)	3.19	(1.33)	3.77	(1.25)		
Not Chair	130	3.56	(1.21)	119	3.67	(1.20)	3.39	(1.10)	3.51	(1.15)		

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** Too few observations to report.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very dissatisfied" (1), "Somewhat dissatisfied" (2), "Neither satisfied nor dissatisfied" (3), "Somewhat satisfied" (4), and "Very satisfied" (5).

Respondents could also choose "NA."

Table S3a. Satisfaction With Salary, Tenure-Track Faculty Only

In general, how satisfied are you...

	With your salary?							With your benefits?			
	2019			2022				2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.
Total	1106	3.47	(1.27)	1211	3.66	(1.24)	↑			4.11	(1.01)
Women	430	3.51	(1.26)	515	3.66	(1.27)				4.12	(1.03)
Men	676	3.45	(1.27)	696	3.65	(1.22)	↑			4.11	(1.00)
Faculty of Color	188	3.11	(1.25) *	218	3.29	(1.28) *				3.89	(1.09) *
Majority Faculty	918	3.55	(1.26)	993	3.74	(1.22)	↑			4.16	(0.99)
Not US Citizen	120	3.29	(1.32)	147	3.37	(1.28) *				3.70	(1.14) *
US Citizen	986	3.50	(1.26)	1064	3.70	(1.23)	↑			4.17	(0.98)
LGBTQ+	54	3.54	(1.34)	65	3.51	(1.36)				3.88	(1.28)
Not LGBTQ+	1010	3.50	(1.26)	1120	3.67	(1.24)	↑			4.13	(0.99)
Faculty with Disability	147	3.50	(1.36)	182	3.44	(1.25) *				3.95	(1.09) *
Faculty without Disability	944	3.48	(1.25)	1016	3.70	(1.24)	↑			4.15	(0.99)
Biological Science	425	3.54	(1.25)	469	3.72	(1.22)	↑			4.18	(0.99)
Physical Science	236	3.48	(1.20)	245	3.72	(1.18)	↑			4.03	(1.05)
Social Science	278	3.49	(1.30)	348	3.57	(1.29)				4.15	(0.98)
Arts & Humanities	162	3.30	(1.32) *	146	3.54	(1.29)				3.98	(1.08)
Science Department	639	3.52	(1.23)	689	3.72	(1.20) *	↑			4.12	(1.01)
Non-Science Department	462	3.41	(1.31)	519	3.57	(1.29)				4.11	(1.01)
Untenured	233	3.57	(1.23)	292	3.60	(1.23)				3.96	(1.08) *
Tenured	873	3.45	(1.28)	919	3.67	(1.24)	↑			4.17	(0.99)
Non-Mainstream Research	664	3.35	(1.28) *	648	3.56	(1.26) *	↑			4.08	(1.00)
Mainstream Research	423	3.66	(1.22)	534	3.78	(1.21)				4.15	(1.03)
Department Chair	71	3.94	(1.18) *	73	4.11	(1.06) *				4.27	(0.96)
Not Chair	1035	3.44	(1.27)	1135	3.63	(1.25)	↑			4.11	(1.02)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very dissatisfied" (1), "Somewhat dissatisfied" (2), "Neither satisfied nor dissatisfied" (3), "Somewhat satisfied" (4), and "Very satisfied" (5).

Table S4a. Satisfaction With UW-Madison, Tenure-Track Faculty Only

In general, how satisfied are you...

	...being a faculty member at UW-Madison?						...with your career progression at the UW-Madison?					
	2019			2022			2019		2022			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	1104	4.15	(1.03)	1209	4.07	(1.06)	4.10	(1.08)	3.99	(1.11)	↓	
Women	429	4.02	(1.10) *	513	3.95	(1.07) *	3.96	(1.13) *	3.87	(1.14) *		
Men	675	4.23	(0.97)	696	4.17	(1.05)	4.19	(1.05)	4.09	(1.07)		
Faculty of Color	189	3.87	(1.14) *	218	3.95	(1.12)	3.80	(1.13) *	3.83	(1.15) *		
Majority Faculty	915	4.21	(0.99)	991	4.10	(1.05) ↓	4.16	(1.06)	4.03	(1.09)	↓	
Not US Citizen	120	4.20	(1.03)	146	4.13	(1.01)	3.97	(1.08)	3.85	(1.08)		
US Citizen	984	4.14	(1.03)	1063	4.07	(1.07)	4.12	(1.08)	4.01	(1.11)	↓	
LGBTQ+	54	4.00	(1.03)	65	3.72	(1.26) *	4.00	(1.03)	3.68	(1.24) *		
Not LGBTQ+	1008	4.18	(1.01)	1118	4.10	(1.05)	4.12	(1.08)	4.01	(1.10)	↓	
Faculty with Disability	146	3.92	(1.20) *	182	3.87	(1.18) *	3.94	(1.24)	3.71	(1.23) *		
Faculty without Disability	943	4.19	(0.98)	1014	4.11	(1.03)	4.13	(1.05)	4.05	(1.07)		
Biological Science	421	4.14	(1.06)	469	4.15	(1.01) *	4.11	(1.12)	4.07	(1.06)		
Physical Science	236	4.28	(0.89) *	245	4.18	(1.00)	4.15	(1.05)	4.04	(1.01)		
Social Science	281	4.17	(1.04)	346	3.94	(1.12) * ↓	4.17	(1.02)	3.88	(1.19) *	↓	
Arts & Humanities	161	3.96	(1.10) *	146	3.96	(1.14)	3.89	(1.13) *	3.92	(1.18)		
Science Department	635	4.18	(1.01)	689	4.16	(1.01) *	4.12	(1.10)	4.06	(1.05) *		
Non-Science Department	464	4.10	(1.05)	517	3.96	(1.12) ↓	4.08	(1.06)	3.91	(1.17)	↓	
Untenured	234	4.15	(1.03)	292	4.14	(0.98)	3.94	(1.02) *	3.92	(1.04)		
Tenured	870	4.15	(1.03)	917	4.05	(1.08)	4.14	(1.10)	4.02	(1.12)	↓	
Non-Mainstream Research	661	4.03	(1.08) *	648	3.96	(1.09) *	3.96	(1.11) *	3.86	(1.12) *		
Mainstream Research	424	4.35	(0.89)	533	4.22	(1.00) ↓	4.34	(0.98)	4.16	(1.07)	↓	
Department Chair	71	4.45	(0.87) *	73	4.22	(0.93)	4.49	(0.98) *	4.41	(0.78) *		
Not Chair	1033	4.13	(1.03)	1133	4.06	(1.07)	4.07	(1.09)	3.97	(1.12)	↓	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very dissatisfied" (1), "Somewhat dissatisfied" (2), "Neither satisfied nor dissatisfied" (3), "Somewhat satisfied" (4), and "Very satisfied" (5).

**Table S5a. Factors Contributing Most to Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook)**

University Factors			Local Characteristics		
CODE	Reason for Satisfaction	N	CODE	Reason for Satisfaction	N
A01	Quality of/relationship with students (undergraduate or unspecified)	201	E01	Quality of life, lifestyle	33
A02	Academic freedom /flexibility to pursue own interests, Autonomy/independence	103	E04	Aesthetics of city/campus	5
A03	Collaboration opportunities/interdisciplinary approach/inter-departmental cooperation/low barriers to cross- campus collaboration	142	E05	Madison, State of Wisconsin	24
A04	Quality of, relationships with faculty (nonspecific)	22	E06	Location (nonspecific)	10
A05	Prestige/ reputation /quality, institutional pride	46	E07	Local schools	0
A07	Faculty/shared governance	20	E12	Short commute	1
A08	Quality of/relationships with faculty (other departments/schools)	19	E13	Raise a family in Madison	4
A10	Scholarly excellence/quality, commitment to high caliber research, research environment	80			
A11	Administration, administrative support	32			
A15	Institutional vision/goals/mission/values, commitment to public service, Wisconsin Idea	30			
A16	Campus life , extramural opportunities, activities on campus (arts, entertainment, community)	13			
A21	Campus centers, institutes ; WARF, WCER	17			
A23	Commitment to high quality teaching, teaching environment	15			
A24	Commitment to excellence, quality (nonspecific)	1			
A27	Quality of, relationships with staff (not department specific)	19			
A29	Quality of, relationships with postdocs	1			
A30	Faculty retention , recruitment policies and funds	0			
A31	Accommodation of family values, family friendly, dual career support, VLCP	2			
A32	Financial aid, scholarships, resources, support for students	4			
A34	Facilities/resources/infrastructure (nonspecific to research or teaching)	59			
			Employment Features		
			CODE	Reason for Satisfaction	N
			G01	Salary	49
			G02	Job security/stability/tenure (in relation to job security not tenure process)	10
			G03	Benefits (general)	20
			G04	Hours/flexibility of schedule	10
			G05	Benefits (retirement)	2
			G09	Work remotely	8
			G10	Maternity leave	1

Table S5a. Factors Contributing Most to Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)

University Factors (CONTINUED)			Climate/Culture		
CODE	Reason for Satisfaction	N	CODE	Reason for Satisfaction	N
A37	Research resources, support, infrastructure	107	K01	Diversity, commitment to DEI	13
A38	Teaching resources, support, infrastructure	11	K02	Sense of belonging , institutional community; positive/creative/supportive/collegial atmosphere/environment/climate	89
A40	Library facilities, resources	9	K03	Intellectual environment, scholarly climate, intellectual community (not research)	30
A41	Resources, support, infrastructure for entrepreneurship	1	K04	Support for women faculty/availability of female mentors	6
A43	Quality of /relationship with colleagues/people (nonspecific), supportive/ collaborative colleagues	343	Nature of job		
A44	Collegiality/collegial interactions	73	CODE	Reason for Satisfaction	N
A45	Support with grants	11	O01	Professional accomplishments	13
A46	Extension	13	O03	Community outreach/service	22
Departmental Factors			O04	Ability to make a difference	22
CODE	Reason for Satisfaction	N	O06	Opportunities for promotion , career development	8
B01	Colleagues (department specific)	26	O08	Opportunities for leadership , administrative opportunities	4
B02	Departmental staff	5	O09	Job is interesting/misc. positive features of job	21
B03	Climate, Collegiality/camaraderie/respect/support in the department	91	O10	Work balance, balance of responsibilities (but not general flexibility, see O25)	12
B04	Support for research area/expertise, Recognition of/respect for work by colleagues/dept.	33	O15	Teaching opportunities, teaching load	35
B05	Graduate students /residents, programs	56	O16	Advising students	2
B11	The department; departmental mission/vision/values	6	O17	Mentoring students	19
B13	Chair/ leadership in department or school	31	O18	Working with students	24
B14	Mentors	11	O19	Research opportunities	32
B20	Clarity of tenure process criteria/policies, consistent application	4	O20	Clinical Work/patient interaction	15
B28	Inclusion/diversity	1	O21	Working in productive teams, teamwork, partnership	9
B29	Departmental governance, decision making processes	2	O22	Working with industry partners	2
B30	Departmental resources, infrastructure	9	O24	Challenging endeavors, opportunities, opportunities for growth, learning	3
B31	Support for faculty development	3	O25	Flexibility (unspecified)	20

Table S5a. Factors Contributing Most to Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)

Family/Home Life			Other, Miscellaneous		
CODE	Reason for Satisfaction	N	CODE	Reason for Satisfaction	N
D03	Proximity to family	0	Q01	Negative comments	9
D04	Spouse/partner career	1	Q02	Outside respect/recognition for research	4
D07	Balance between academic/home life	9	Q06	Not applicable	24
D08	Family	2	Q08	None	2
			Q26	Personal relationships, friends	1
			Q36	Progressiveness	2
			Q39	Good speakers/visiting scholars	2
			Q46	Communication	1

**Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook)**

Salary/Low Salary			Bureaucracy		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
SS	Salary or low salary - General	44	BB	Bureaucracy - General	83
S01	Below peer institutions/ depts/ colleagues	40	B01	Travel and reimbursement	7
S02	Only raised for retention	11	B02	Human subjects compliance	0
S03	Gender inequality	1	B03	"Compliance" / regulations	44
S04	Compression/not enough cost of living increases	12	B04	Increase in duties, increase in paperwork	0
S05	Must advocate for adjustment, little support for raises	1	B05	Too much time spent on forms/paperwork. Waste of time	111
S06	Inequitable, unfair	18	B06	Assessment (too many assessments, endless)	2
S07	Not enough salary for workload	7	B10	Online trainings	4
S08	Taxing gifts or fees for service	0	B11	PMDPs from HR	3
S09	Low salary leads to faculty recruitment/retention problems	1	B12	Effort reporting	1
S10	No money for continuing education	1	B13	Purchasing: lack of flexibility in policies and procedures	21
S11	Not enough raises	7	B14	Overhead or indirect costs	9
S12	Dissatisfaction with benefits	16			
Overworked/Understaffed			Hostile & Intimidating Behavior (HIB)		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
OO	Overworked or understaffed - General workload	72	HH	HIB - General	9
O01	Not enough admin staff / lack of support with admin tasks	40	H01	Toxic colleagues	13
O02	Unfair distribution of work	8	H02	Lack of response/consequences	29
O03	Department level	3	H03	Hostile leadership	8
O04	No balance teaching, research, service	18	H04	Microaggressions	2
O05	Work/life balance	21	H05	"Hostile environment"	0
O06	Lack of recognition/lack of appreciation	47	H06	Sexism, hostile toward women	26
			H07	Senior faculty bully the junior faculty	2
			H08	Ageism	1
			H09	Lack of respect for older faculty	1
			H10	Department level: colleague, leadership (chair, department head)	15
			H11	Racism, race culture climate on campus, hostile to people of color	8
			H12	Negative campus climate	0
			H13	Bullying	10
			H15	Difficult to modify behavior away from HIB toward collegial	0
			H16	Hostile toward LGBTQIA+	1
			H17	Bias against/hostile toward Asians/API hate	2
			H18	HIB related to students: HIB from students or among students	9

Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)

Clinical, Hospital, Med School			Teaching / Students		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
CC	Clinical, Hospital, Med School - General	2	TT	Teaching / Students - General	12
C01	Not enough collaboration/barriers to collaboration in hospital	3	T01	Classes are too large	5
C02	Promotion, tenure policies	5	T02	Heavy teaching load/too high	30
C03	Low base salary compared to other med schools	1	T03	Lack of support for teachers	17
C04	Hospital/Med School leadership	9	T04	Teaching too many students	0
C05	Lack financial resources for clinical work	4	T05	Overworked TAs, not enough TAs	12
C06	Clinical workload	15	T06	Lack of support for students: Tuition, financial resources for students, need to fund graduate students	25
C07	Changes/re-organization	1	T07	Undergraduate recruiting not satisfactory/low quality	2
C08	Space, facilities, remodeling	1	T08	Lack of graduate students/low quality	8
C09	Lack support for physicians/providers	4	T09	Student sense of entitlement	4
C10	Business focus (not focused on patients). Billing before clinical excellence	4	T10	Emphasis on money-making degrees	0
C11	Lack mentorship	1	T11	Unprepared students/low-quality students	4
C13	Poor support for clinical research. Difficult balance between clinical and research.	0	T12	Student mental health	6
C14	Clinical service work	0	T13	Teaching evaluations	2
C16	Competing priorities with UW	2	T14	Students (vague/general)	0
C17	Medical record/EPIC	0			
Service			Research / Scholarship		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
EE	Service - General	26	RR	Research / Scholarship - General	1
E01	Genered expectations	3	R01	Lack of respect for field of research	4
E02	Too many committees	28	R02	Lack of resources, including admin support	25
E03	Unequal expectations / unequal performance of service	20	R03	Lack of time to spend on research	19
E04	Service load too high	0	R04	Lab instrastructure	14
			R05	IRB or inhibited by paperwork/bureaucracy, animal care forms, human subject compliance	5
			R06	Lack of support by university	15
			R07	Increasing cost of supporting lab	1
			R08	RAs (not enough)	1
			R09	Lack of lab safety	1
			R10	Lack of info on how to find research resources	0
			R11	Barriers to collaboration	5
			R12	Grant writing/resource for grant writing/grant admin	16
			R13	Graduate program was shut down	1
			R14	Postocs are hard to attract	1

Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)

Department			Research / Scholarship (CONTINUED)		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
DD	Department - General	1	R15	International research not supported, international travel	1
D01	Inequity or favoritism in department	11	R16	Low value of community engagement/outreach	3
D03	Lack transparency in department/decision making process in department	13	R17	Too much emphasis on research	4
D04	Don't fit in department/isolated	22	R19	Funding, pressure to secure funding/lack of funding resources, lack of info to find research resources	32
D06	Competitive department	3	R20	Lack of others who share research interests / no one else does same research / professional isolation	9
D07	Underperforming, poor quality dept	1	Leadership		
D10	Department size	1	CODE	Factor Detracting from Satisfaction	N
D11	Department budget and resources	8		Leadership: University	
D12	Lack voice within department, department doesn't listen	8	LL	Leadership/Chancellor/Administrators/Deans/Etc. - General	6
D13	Too few junior faculty, junior/senior faculty tension	8	L01	Decision making unfair/not transparent	15
D14	Bad colleagues/colleague/person/staff, negative interactions	32	L02	Specific school/college leadership	12
D15	Contributions not respected, do not feel appreciated	8	L04	Dean (doesn't do job, unfair, don't like the dean)	29
D17	Department doesn't support faculty	6	L05	Slow, not proactive, not strong leadership / do not trust leadership	35
D18	Department climate, department politics, dysfunctional	37	L06	Poor communication, disconnected	12
D19	Work harder than others, people don't show up for things	2	L07	Not strong leadership / do not trust leadership	0
Diversity/Inclusion			L08	Lack of diversity among leadership	4
CODE	Factor Detracting from Satisfaction	N	L09	Politically driven leadership	2
VV	Lack of Diversity/Inclusion - General	33	Campus		
V01	Lack of women	7	CODE	Factor Detracting from Satisfaction	N
V02	Lack social interaction, networking	5	KK	Campus/Parking - General	1
V04	Lack of people of color	5	K01	On campus parking is too expensive / cost	4
V05	Lack of effort to diversify hires	3	K02	Parking assignments	0
V06	Too much social justice, political correctness, negative	14	K03	No free athletic membership	0
V07	Lack support for working-class background	1	K04	Poor food/food options on campus	0
V08	Treatment of women/families	0	K05	Lack cultural activities/art	0
V09	Lack of support for international faculty	10	K06	Lack of invited speakers, lack of on-campus conferences	1
V10	Bias against/hostile toward Asians	0	K07	Buildings / infrastructure	21
V11	Does not support disability/inaccessible	11	K08	Physical plant	2

Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)

Government/State			University Level Policy		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
GG	Government/State level: Legislature, Governor, Climate/Regulations - General	6	UU	University Level Policy - General	3
G01	State government, state politics, political climate	11	U01	Shared governance/faculty governance	15
G02	Does not respect/attacks/state government is hostile toward UW, does not support, decrease resources, financial	42	U02	Lack resources from UW/University does not provide resources	15
G03	Does not support, decrease resources, financial	0	U03	Board of Regents	1
G04	Legislature	0	U04	Falling ranks / low university ranking	2
G06	Republican governor	0	U05	Financial health/budgets	13
G07	Getting involved with university level work/climate/regulations	0	U06	Public disdain, poor/bad reputation, lack of prestige	6
			U08	Change is slow/impossible	4
			U09	VCRGE	2
			U10	Does not value humanities	0
			U11	Extension is not supportive or supported	20
			U12	Corporatization, focus on making money	10
			U13	Poor organization, disorganized departments	9
			U14	Far left agenda	0
			U15	Focuses on metrics (teaching or financial)	4
			U16	Loss of mission/vision/values/direction	15
Promotion/Tenure/Hiring			Madison/Wisconsin		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
PP	Promotion/Tenure/Hiring - General	3	WW	City of Madison/State of Wisconsin - General	2
P01	Promotion/hiring is unfair process, unclear process	15	W01	Cost of living in Madison	1
P03	Hiring process errors, HR issues	10	W02	Racial climate in Madison, not ethnically diverse	0
P04	Slow hiring process	2	W03	Lack of industry	0
P05	Lack of hiring, poor retention, poor recruitment	12	W04	Intolerant	1
P06	Lack promotion opportunities/promotion concerns	5	W05	Living in Madison	1
P07	Personal health prevents promotion	0	W06	Not ethnically diverse	0
P08	HR issues	0	W07	Weather/cold/winter	8
P09	Maternity leave, parental, family leave	16			
P10	Inadequate leave time	2			
P11	Gender bias in hiring/promotion/tenure	0			
P12	Unfair tenure process, tenure pressure, tenure stress	22			
P13	Spousal/partner hire	4			
P14	Hiring should be in department hands	0			

**Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)**

Miscellaneous, Vague		
CODE	Factor Detracting from Satisfaction	N
MM	Miscellaneous, Vague - General	0
M01	Response is too vague to categorize	20
M02	Respect	1
M03	"Climate"	3
M05	"Politics"	5
M06	"Do more with less"	3
M07	Morale, stressed, unhappy, complain	7
M08	Support or lack of support	5
M09	Location	0
M10	None, NA, No complaints	40
M11	Lack financial resources	1
M13	Challenging relationships	1
M15	Lack of recognition, outside experience not recognized	1
M16	Lack administrative support	0
M17	Lack leadership opportunities	0
M18	Infrastructure support	0
M19	Lack transparency	3
M20	Budgets / budget cuts	5
M21	"Administration"	6
M22	Political climate	5
M23	Access to affinity groups	0
M24	Lack mentoring, lack leadership on mentoring	5
M26	Unaffordable child care	4
M27	Neoliberalism	1
M28	Resistant to change	1
M29	Excessive email or meetings, redundant, too many	0
M30	Intellectual environment	5
M31	Merit program, merit system	5
M32	Fear of retaliation, "trying to get me fired"	0
M33	Bias	1
M34	Competition for resources, unfair distribution of resources, resources spread too thin	8
M35	Technical support technician, IT	11
M36	Lack professionalism	2
M37	Politicization of the social sciences	0
M38	COVID-19/pandemic-related	56
M39	General isolation/loneliness	15

Table COVID1a. Confidence Meeting Career Goals Post-COVID-19

Compared to your confidence before the COVID-19 pandemic, how confident are you currently that you can meet your most important career goals?

	2022		
	N	Mean	Std. Dev.
Total	1210	2.70	(0.86)
Women	512	2.57	(0.92) *
Men	697	2.80	(0.79)
Faculty of Color	218	2.82	(0.96) *
Majority Faculty	992	2.68	(0.83)
Not US Citizen	147	2.69	(0.97)
US Citizen	1063	2.70	(0.84)
LGBTQ+	65	2.42	(1.00) *
Not LGBTQ+	1118	2.72	(0.85)
Faculty with Disability	182	2.52	(0.87) *
Faculty without Disability	1015	2.73	(0.85)
Biological Science	469	2.73	(0.82)
Physical Science	246	2.71	(0.85)
Social Science	347	2.70	(0.90)
Arts & Humanities	145	2.60	(0.89)
Science Department	690	2.72	(0.83)
Non-Science Department	517	2.68	(0.89)
Untenured	292	2.63	(0.96)
Tenured	918	2.73	(0.82)
Non-Mainstream Research	648	2.62	(0.86) *
Mainstream Research	534	2.79	(0.84)
Department Chair	72	2.86	(0.72)
Not Chair	1134	2.69	(0.86)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

Response choices included "Much less confident now" (1), "Somewhat less confident now" (2), "No change" (3), "Somewhat more confident now" (4), and "Much more confident now" (5).

Table COVID2a. Long-Term Effects of the COVID-19 Pandemic on Professional Trajectory*
(Full Codebook)

Administration (45 mentions)		
Level**	Long-Term Impact	N
1	University-level administration factors	5
2	Impacts to benefits provided by the university	8
2	Broad university support , or the lack thereof, needed or given during the pandemic	25
2	COVID related policies put in place by the university	2
3	<i>The university did not provide adequate policies or harsh enough restrictions protect students and/or faculty from COVID-19 either during shutdown or after reopening</i>	5

Networking (115 mentions)		
Level**	Long-Term Impact	N
1	Networking related issues related to research, conferences, collaborations, or relationships outside of the university	115

Productivity (76 mentions)		
Level**	Long-Term Impact	N
1	Impacts to productivity in work/scholarship	76

Administrative support (17 mentions)		
Level**	Long-Term Impact	N
1	Administrative support provided by staff in administrative roles	1
2	Lack of administrative/staff support and or support was inadequate. Includes issues with retention and locating staff	16

Career (58 mentions)		
Level**	Long-Term Impact	N
1	Career has been impacted	5
2	Less recognition in field after the COVID-19 pandemic	11
2	Decided to or is rethinking career or trajectory has changed to include considering early retirement	42

Research (433 mentions)		
Level**	Long-Term Impact	N
1	Research related issues during COVID-19	5
2	More general impacts for research	220
2	Barriers to publication over the course of the pandemic	69
2	Barriers to engaging or keeping engaged research participants	7
2	Barriers to maintaining lab personnel, students, equipment/supplies, and/or productivity	42
3	Supply chain or supply shortages have made it challenging to obtain the materials needed for research	12
2	Research restrictions made it difficult, or impossible, to access research sites or conduct research as normal	31
3	Research travel restrictions made it difficult or impossible to travel to research sites	47

Caregiving (80 mentions)		
Level**	Long-Term Impact	N
1	Caregiving for others including children, elderly, extended family, etc.	10
2	Challenges around childcare /schooling which impacted various work responsibilities or trajectory	66
2	Other family member required extra care that impacted work related responsibilities	4

Climate and culture (23 mentions)		
Level**	Long-Term Impact	N
1	Campus climate and culture	23

Clinical (17 mentions)		
Level**	Long-Term Impact	N
1	Challenges and issues unique to faculty in clinical positions	17

Funding (117 mentions)		
Level**	Long-Term Impact	N
1	All things related to internal and external funding	12
2	Current funding gaps or concern over future gaps in funding	44
2	Shifts in the types or numbers or lack of opportunities to submit applications for funding	9
2	Lack of time and/or resources for application submissions for funding	21
3	<i>Gaps in CV, data, etc. that may influence the grant competitiveness or ability to get funding</i>	15
3	<i>Lack of progress on currently funded grants</i>	16

Remote work/flexibility (31 mentions)		
Level**	Long-Term Impact	N
1	Issues related to remote work/flexibility	5
2	Remote work has created challenges impacting work	17
2	UW faculty needed more flexibility/remote work during the pandemic	7
2	Remote work positively impacted work of UW faculty, staff, and students	2

Reputation (4 mentions)		
Level**	Long-Term Impact	N
1	Professional reputation impacted due to COVID e.g., childcare, sickness, productivity, networking, etc.	4

Resources (2 mentions)		
Level**	Long-Term Impact	N
1	Resources other than funding or benefits for faculty/students	2

Students (118 mentions)		
Level**	Long-Term Impact	N
1	Issues and policies impacting students/trainees	11
2	Students/trainee required additional time mentoring or there were additional impacts and considerations around mentoring	30
2	Student/trainee issues related to recruiting , visits, hiring, etc.	32
2	Student/trainee progress to graduation was impacted during the COVID-19 pandemic	45

Health (70 mentions)		
Level**	Long-Term Impact	N
1	Issues related to physical and mental health	11
2	Individual mental health impacts due to COVID-19	32
2	Individual has experienced physical health impacts due to COVID-19	20
2	Family members have experiences mental or physical health impacts due to COVID-19	7

Hiring (27 mentions)		
Level**	Long-Term Impact	N
1	Hiring faculty and postdocs	9
2	The COVID-19 pandemic has created additional challenges to hiring and related to new hire postdocs	10
2	The COVID-19 pandemic has created additional challenges to hiring and related to hiring new faculty	8

International (6 mentions)		
Level**	Long-Term Impact	N
1	Challenges and policies specific to the international work and faculty at UW	6

Teaching (25 mentions)		
Level**	Long-Term Impact	N
1	Teaching related issues during COVID-19	25

Tenure/Promotion (46 mentions)		
Level**	Long-Term Impact	N
1	Faculty issues related to tenure/promotion	3
2	Faculty have concerns or issues related to tenure/promotion	43

Workload (149 mentions)		
Level**	Long-Term Impact	N
1	The workload /amount of work completed by a UW faculty member has changed	3
2	Faculty member is feeling extremely exhausted or burned out , to the point where they are considering a career change or experiencing hopelessness in their job	49
2	Doing more work than called for or compensated for, impacting professional and personal life balance	9
2	Increased amount of work required of faculty	21
3	Increased administrative burden/expectations	22
3	Increased service burden/expectations	15
3	Increased teaching burden/expectations	30

Isolation (53 mentions)		
Level**	Long-Term Impact	N
1	Isolated from department, colleagues, etc. within the university	53

Other		
Level**	Long-Term Impact	N
1	I don't know or no idea	4
1	Miscellaneous : Text is too vague too code or does not fit into another category	65
1	None or NA : Wrote None or NA, or response indicated no suggestions or not applicable.	246

* Career impacts of COVID-19 could have been reported in either q21 or q22 of the survey. Some responses from item q19, if they specifically related to the COVID-19 pandemic, may also be reported here.

** "Level" refers to the nesting of codes. Level 1 is the major/broad category. Sub-codes 2, 3, or 4 could be nested within each Level 1 code.

Table COVID3a. University-Level Programs/Policies MOST Helpful in Reducing COVID-19 Disruptions and Losses* (Full Codebook)

Administration (217 mentions)		
Level**	Policy Recommendations	N
1	University-level administration factors	4
2	Faculty wanted more recognition from the university around COVID-19	14
2	Faculty pointing to leadership issues around policy	17
2	The university should tighten or loosen the public health policies related to COVID-19	20
3	<i>The university provided too harsh of policies and restrictions around COVID-19 either during shutdown or after reopening</i>	4
3	<i>The university did not provide adequate policies, restrictions were not harsh enough to protect</i>	36
2	The benefits provided by the university could be expanded or improved	41
3	<i>Increased benefits related to maternity leave are desired</i>	7
3	<i>Increased benefits related to sabatical/research release are desired</i>	18
3	<i>Benefit of more teaching releases are desired</i>	50
3	<i>Increased benefits related to family are desired</i>	6

Administrative support (65 mentions)		
Level**	Policy Recommendations	N
1	Administrative support provided by staff in administrative roles	34
2	Need to hire or retain administrative staff	31

Networking (8 mentions)		
Level**	Policy Recommendations	N
1	Networking related issues related to research, conferences, collaborations, or relationships outside of the university	8

Productivity (1 mention)		
Level**	Policy Recommendations	N
1	Impacts to productivity in work/scholarship	1

Research (27 mentions)		
Level**	Policy Recommendations	N
1	Research related issues during COVID-19	10
2	Policies should provide more flexibility to continue doing research and access research participants during major disruptions	11
2	Policies should provide more flexibility and support to accommodate research labs	6
2	Policies should reduce research restrictions and provide more access and flexibility to conduct research	0

Remote work/flexibility (43 mentions)		
Level**	Policy Recommendations	N
1	Issues related to remote work/flexibility	1
2	UW faculty desire less remote work/flexibility in the future	3
2	UW faculty desire more or continued remote work/flexibility in the future	39

Career (6 mentions)		
Level**	Policy Recommendations	N
1	Career has been impacted	6

Reputation (0 mentions)		
Level**	Policy Recommendations	N
1	Professional reputation impacted due to COVID e.g., childcare, sickness, productivity, networking, etc.	0

Caregiving (36 mentions)		
Level**	Policy Recommendations	N
1	Caregiving for others including children, elderly, extended family, etc.	1
2	Need more or better resources /access to childcare (location, cost, availability)	35

Resources (7 mentions)		
Level**	Policy Recommendations	N
1	Resources other than funding or benefits for faculty/students	7

Climate and culture (9 mentions)		
Level**	Policy Recommendations	N
1	Campus climate and culture	9

Students (58 mentions)		
Level**	Policy Recommendations	N
1	Issues and policies impacting students /trainees	58

Clinical (8 mentions)		
Level**	Policy Recommendations	N
1	Challenges and issues unique to faculty in clinical positions	8

Teaching (53 mentions)		
Level**	Policy Recommendations	N
1	Teaching related issues during COVID-19	24
2	More options and support for flexibility , hybrid and remote teaching are desired	29

Funding (238 mentions)		
Level**	Policy Recommendations	N
1	All things related to internal and external funding	11
2	Increase funding	60
3	Need increased research funding	85
3	Helping to fill gaps in funding	37
3	Desire for funds to support travel	6
4	Desire for support to travel to conferences	23

Tenure/Promotion (106 mentions)		
Level**	Policy Recommendations	N
1	Faculty issues related to tenure/promotion	4
2	Issues or concerns related to tenure/promotion expectations , including recalibrating expectations post-pandemic	46
2	Tenure extension was not helpful or is only helpful in the short term	4
2	Tenure extension was helpful	52

Funding (Continued)		
Level**	Policy Recommendations	N
4	<i>Desire for support to travel for <u>fieldwork/research</u></i>	5
3	<i>Desire for <u>no cost extenitions</u> to spend current grants/funding</i>	11

Health (17 mentions)		
Level**	Policy Recommendations	N
1	Issues related to physiscal and mental <u>health</u>	17

Hiring (17 mentions)		
Level**	Policy Recommendations	N
1	<u>Hiring</u> faculty and postdocs	17

International (8 mentions)		
Level**	Policy Recommendations	N
1	Challenges and policies specific to the <u>international</u> work and faculty at UW	8

Isolation (11 mentions)		
Level**	Policy Recommendations	N
1	<u>Isolated</u> from department, colleagues, etc. within the university	11

Workload (72 mentions)		
Level**	Policy Recommendations	N
1	The <u>workload</u> /amount of work completed by a UW faculty member has changed	72

Other		
Level**	Policy Recommendations	N
1	I <u>don't know</u> or <u>no idea</u>	91
1	<u>Miscellaneous</u> : Text is too vague too code or does not fit into another category	44
1	<u>None or NA</u> : Wrote None or NA, or response indicated no suggestions or not applicable.	169

* Policy recommendations could have been reported in either q21 or q22 of the survey.

** "Level" refers to the nesting of codes. Level 1 is the major/broad category. Sub-codes 2, 3, or 4 could be nested within each Level 1 code.

Table C1a. Significant Caregiving Responsibilities

	Within the last three years, did you have significant caregiving responsibilities?		
	N	% Yes	Std. Dev.
Total	1197	52.38%	(49.96)
Women	508	59.45%	(49.15) *
Men	688	47.24%	(49.96)
Faculty of Color	217	52.07%	(50.07)
Majority Faculty	980	52.45%	(49.97)
Not US Citizen	144	54.86%	(49.94)
US Citizen	1053	52.04%	(49.98)
LGBTQ+	64	50.00%	(50.40)
Not LGBTQ+	1107	52.85%	(49.94)
Faculty with Disability	181	52.49%	(50.08)
Faculty without Disability	1004	52.49%	(49.96)
Biological Science	464	55.39%	(49.76)
Physical Science	245	44.08%	(49.75) *
Social Science	341	56.60%	(49.64)
Arts & Humanities	144	46.53%	(50.05)
Science Department	684	51.02%	(50.03)
Non-Science Department	510	54.12%	(49.88)
Untenured	290	54.83%	(49.85)
Tenured	907	51.60%	(50.00)
Non-Mainstream Research	640	54.38%	(49.85)
Mainstream Research	529	50.66%	(50.04)
Department Chair	73	46.58%	(50.23)
Not Chair	1120	52.77%	(49.95)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

Table C2a. Hours Per Week of Significant Caregiving

During your highest period of caregiving in the last three years, how many hours per week did you provide care for...

	Child/children			Elders		Person with a disability or significant illness		Other	
	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	500	26.60	(14.86)	10.48	(9.63)	16.86	(14.13)	26.00	(11.97)
Women	236	31.65	(14.03) *	11.82	(10.92) *	19.52	(15.37) *	**	**
Men	264	22.08	(14.12)	9.13	(7.96)	13.39	(11.56)	**	**
Faculty of Color	88	26.02	(15.09)	11.67	(10.60)	19.17	(15.58)	**	**
Majority Faculty	412	26.72	(14.82)	10.22	(9.42)	16.33	(13.80)	**	**
Not US Citizen	73	28.70	(13.99)	7.31	(4.39) *	**	**	**	**
US Citizen	427	26.24	(14.98)	10.68	(9.84)	17.05	(14.31)	**	**
LGBTQ+	21	36.43	(11.53) *	14.00	(14.49)	12.50	(9.65)	**	**
Not LGBTQ+	471	26.25	(14.87)	10.44	(9.43)	17.30	(14.39)	**	**
Faculty with Disability	68	27.50	(15.68)	12.03	(10.77)	15.83	(14.02)	**	**
Faculty without Disability	428	26.47	(14.74)	10.22	(9.42)	17.09	(14.03)	**	**
Biological Science	206	25.78	(14.80)	10.98	(10.17)	15.58	(14.06)	**	**
Physical Science	90	27.00	(14.70)	10.00	(7.61)	11.25	(12.04)	**	**
Social Science	156	27.88	(15.28)	10.00	(8.27)	19.13	(14.23)	**	**
Arts & Humanities	46	25.43	(14.29)	11.00	(13.23)	20.33	(15.06)	**	**
Science Department	284	26.23	(14.69)	10.98	(9.89)	14.84	(13.74)	**	**
Non-Science Department	214	27.15	(15.14)	10.09	(9.46)	18.79	(14.33)	**	**
Untenured	145	31.90	(13.67) *	8.91	(9.41)	16.00	(14.83)	**	**
Tenured	355	24.44	(14.79)	10.66	(9.66)	17.02	(14.06)	**	**
Non-Mainstream Research	266	27.48	(14.79)	10.63	(9.76)	18.03	(14.61)	**	**
Mainstream Research	225	25.93	(14.75)	9.43	(8.14)	14.59	(12.74)	**	**
Department Chair	30	22.67	(13.82)	10.00	(8.50)	**	**	**	**
Not Chair	468	26.88	(14.92)	10.56	(9.73)	16.94	(14.07)	**	**

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** Fewer than 10 respondents.

Response choices included "1 to 10 hours/week" (5), "11 to 20 hours/week" (15), "21 to 30 hours/week" (25), "31 to 40 hours/week" (35), and "Over 40 hours/week" (45). Respondents could also choose "NA."

Table C3a. Other Targets of Caregiving (Full Codebook)

Family Members			Other Care		
CODE	Target of Caregiving	N	CODE	Target of Caregiving	N
A1	Child/children	1	B1	Pet	1
A2	Grandchild/grandchildren	2	B2	Student	1
A3	Spouse	2	Not Codeable Responses		
A4	Parent/parent-in-law	2	CODE	Target of Caregiving	N
A5	Not specified family member	1	J1	Not applicable comment	4
			J2	Not specified	2

Table C4a. Caregiving Responsibilities Affect Professional Life

In the last three years, how much did caregiving responsibilities affect your professional life in each of the following ways...

	Decreased work hours			Reduced productivity		Turning down or losing career advancement opportunities		Reduced income growth	
	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	616	3.08	(1.25)	3.32	(1.17)	2.33	(1.36)	1.86	(1.16)
Women	297	3.27	(1.27) *	3.57	(1.16) *	2.64	(1.45) *	1.96	(1.21) *
Men	319	2.91	(1.22)	3.09	(1.14)	2.04	(1.20)	1.78	(1.10)
Faculty of Color	111	3.20	(1.30)	3.46	(1.18)	2.52	(1.48)	2.09	(1.34) *
Majority Faculty	505	3.06	(1.24)	3.29	(1.17)	2.29	(1.33)	1.81	(1.11)
Not US Citizen	78	3.31	(1.21)	3.39	(1.30)	2.29	(1.32)	1.76	(1.07)
US Citizen	538	3.05	(1.26)	3.31	(1.16)	2.33	(1.37)	1.88	(1.17)
LGBTQ+	30	3.43	(1.28)	3.74	(1.06) *	2.71	(1.44)	2.23	(1.36)
Not LGBTQ+	576	3.06	(1.25)	3.30	(1.18)	2.30	(1.35)	1.83	(1.14)
Faculty with Disability	91	3.13	(1.31)	3.37	(1.13)	2.66	(1.43) *	2.03	(1.26)
Faculty without Disability	520	3.07	(1.24)	3.31	(1.18)	2.26	(1.34)	1.82	(1.13)
Biological Science	255	2.92	(1.20) *	3.19	(1.11) *	2.15	(1.28) *	1.73	(1.10) *
Physical Science	106	3.47	(1.23) *	3.44	(1.20)	2.49	(1.40)	1.92	(1.12)
Social Science	190	3.09	(1.30)	3.35	(1.24)	2.44	(1.40)	1.98	(1.21)
Arts & Humanities	63	3.08	(1.26)	3.55	(1.15)	2.42	(1.39)	1.98	(1.23)
Science Department	346	3.08	(1.23)	3.26	(1.14)	2.22	(1.30) *	1.75	(1.07) *
Non-Science Department	268	3.09	(1.28)	3.40	(1.21)	2.46	(1.42)	2.01	(1.25)
Untenured	158	3.56	(1.19) *	3.68	(1.13) *	2.37	(1.39)	1.85	(1.20)
Tenured	458	2.92	(1.23)	3.20	(1.17)	2.32	(1.35)	1.87	(1.14)
Non-Mainstream Research	339	3.13	(1.28)	3.35	(1.17)	2.37	(1.35)	1.90	(1.16)
Mainstream Research	266	3.07	(1.20)	3.31	(1.18)	2.28	(1.36)	1.82	(1.16)
Department Chair	34	2.91	(1.03)	3.09	(0.93)	2.03	(1.36)	1.74	(1.21)
Not Chair	580	3.09	(1.27)	3.33	(1.19)	2.34	(1.36)	1.87	(1.16)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** Fewer than 10 respondents.

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Quite a bit" (4), and "A great deal" (5).

Table C5a. Caregiving Responsibilities Affect Professional Life

In the last three years, how much did caregiving responsibilities affect your professional life in each of the following ways...

	Delay in or loss of tenure or promotion			Reputation for commitment to your job		Delay in or loss of research projects		Other	
	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	616	1.58	(1.14)	2.03	(1.12)	2.87	(1.30)	2.80	(1.87)
Women	297	1.73	(1.26) *	2.23	(1.14) *	3.14	(1.30) *	3.24	(1.85) *
Men	319	1.43	(1.00)	1.83	(1.06)	2.61	(1.24)	2.30	(1.79)
Faculty of Color	111	1.70	(1.25)	2.11	(1.15)	2.96	(1.34)	2.94	(1.89)
Majority Faculty	505	1.55	(1.12)	2.01	(1.11)	2.84	(1.29)	2.78	(1.88)
Not US Citizen	78	1.91	(1.35) *	2.05	(1.20)	2.85	(1.43)	2.10	(1.64)
US Citizen	538	1.53	(1.10)	2.02	(1.11)	2.87	(1.28)	2.96	(1.89)
LGBTQ+	31	1.65	(1.25)	2.32	(1.01)	3.39	(1.33) *	**	**
Not LGBTQ+	575	1.57	(1.13)	2.01	(1.12)	2.84	(1.29)	2.79	(1.87)
Faculty with Disability	93	1.60	(1.24)	2.13	(1.13)	3.06	(1.38)	4.00	(1.73) *
Faculty without Disability	518	1.56	(1.12)	2.00	(1.11)	2.83	(1.28)	2.60	(1.83)
Biological Science	255	1.60	(1.16)	1.93	(1.06)	2.76	(1.25)	2.94	(1.90)
Physical Science	106	1.58	(1.08)	2.21	(1.17)	2.79	(1.34)	2.59	(1.82)
Social Science	190	1.56	(1.18)	2.09	(1.14)	2.97	(1.31)	2.79	(1.92)
Arts & Humanities	63	1.54	(1.10)	1.92	(1.14)	3.09	(1.35)	**	**
Science Department	346	1.57	(1.11)	2.01	(1.09)	2.78	(1.27)	2.78	(1.87)
Non-Science Department	268	1.59	(1.19)	2.04	(1.15)	2.98	(1.33)	2.84	(1.89)
Untenured	158	2.25	(1.46) *	2.23	(1.20) *	3.15	(1.34) *	3.18	(1.89)
Tenured	458	1.34	(0.91)	1.95	(1.08)	2.77	(1.27)	2.72	(1.87)
Non-Mainstream Research	341	1.64	(1.21)	2.06	(1.15)	2.92	(1.30)	2.84	(1.92)
Mainstream Research	264	1.48	(1.06)	1.99	(1.09)	2.83	(1.28)	2.82	(1.83)
Department Chair	34	1.29	(0.80) *	1.62	(0.82) *	2.94	(1.23)	**	**
Not Chair	580	1.59	(1.16)	2.05	(1.13)	2.86	(1.31)	2.85	(1.88)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** Fewer than 10 respondents.

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Quite a bit" (4), and "A great deal" (5).

Table C6a. Other Ways Caregiving Affects Professional Life (Full Codebook)

General Effects			Effects in the Workplace		
CODE	Other Effects	N	CODE	Other Effects	N
A1	General negative effect	1	C1	Lack of support by leadership	4
A2	General satisfaction with ability to meet professional responsibilities	2	C2	Lack of support by colleagues	2
Personal Effects			C3	Unable to give students the support they need	1
CODE	Other Effects	N	C4	Inability to recruit new students	1
B1	Health consequences (e.g., loss of sleep, loss of energy, stress, burnout)	20	C5	Loss of networking	3
B2	Diminished family relationships	1	C6	Loss of work relationships	1
B3	Loss of motivation, frustration	4	C7	Isolation at work	1
B4	Loss of self-esteem	1	C8	Failure at work	1
B6	Using leave time for caregiving	1	C9	Missed meetings	1
B6	Lack of leisure	1	C10	Not able to travel	1
B7	Reduced enjoyment of job	1	C11	Turn down talks, presentations	3
Not Codeable Responses			C12	Performed more service	1
CODE	Other Effects	N	C13	Stopped or slowed program delivery	1
J1	No response	2	C14	Stopped or slowed publishing	2
J2	Not applicable comment	2	C15	Stopped or slowed writing grants	1
J3	Consequence not in the 3 year time window	1	C16	Supported others in the department	1
J4	Disapproval of this question on the survey	2	C17	Threatened with loss of position	1
			C18	Decreased respect in the field	1

Table I1a. Seriously Considered Leaving, Tenure-Track Faculty Only

In the past 12 months, have you seriously considered leaving the university for reasons other than retirement, for example, considered an offer from another university, changing careers, work in industry, or starting your own business? (Yes/No)						
	2019			2022		
	N	% Yes	Std. Dev.	N	% Yes	Std. Dev.
Total	1106	45.48%	(49.82)	1154	44.45%	(49.71)
Women	430	49.30%	(50.05) *	492	49.19%	(50.04) *
Men	676	43.05%	(49.55)	661	40.85%	(49.19)
Faculty of Color	188	52.13%	(50.09) *	206	51.46%	(50.10) *
Majority Faculty	918	44.12%	(49.68)	948	42.93%	(49.52)
Not US Citizen	120	50.00%	(50.21)	138	44.93%	(49.92)
US Citizen	986	44.93%	(49.77)	1016	44.39%	(49.71)
LGBTQ+	54	57.41%	(49.91)	61	60.66%	(49.26) *
Not LGBTQ+	1010	44.46%	(49.72)	1068	43.35%	(49.58)
Faculty with Disability	147	51.70%	(50.14)	166	50.60%	(50.15)
Faculty without Disability	944	44.17%	(49.69)	976	43.24%	(49.57)
Biological Science	425	45.18%	(49.83)	450	43.11%	(49.58)
Physical Science	235	42.13%	(49.48)	234	44.44%	(49.80)
Social Science	280	52.86%	(50.01) *	334	47.90%	(50.03)
Arts & Humanities	161	39.13%	(48.96)	133	39.85%	(49.14)
Science Department	638	44.36%	(49.72)	660	43.48%	(49.61)
Non-Science Department	463	47.30%	(49.98)	491	45.62%	(49.86)
Untenured	234	41.45%	(49.37)	277	40.79%	(49.23)
Tenured	872	46.56%	(49.91)	877	45.61%	(49.84)
Non-Mainstream Research	664	48.95%	(50.03) *	622	47.75%	(49.99) *
Mainstream Research	423	40.43%	(49.13)	503	41.15%	(49.26)
Department Chair	71	25.35%	(43.81) *	68	39.71%	(49.29)
Not Chair	1035	46.86%	(49.93)	1082	44.64%	(49.73)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

Table I2a. Considered Reasons to Leave, Tenure-Track Faculty Only

Have you considered the following reasons to leave....																		
	Increase salary						Improve prospects for tenure or enhance your career in other ways						Increase time to do research/artistic activity					
	2019			2022				2019		2022			2019		2022			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		
Total	1028	1.80	(0.78)	1057	1.68	(0.76)	↓	1.65	(0.78)	1.55	(0.75)	↓	1.68	(0.78)	1.66	(0.77)		
Women	401	1.77	(0.77)	453	1.67	(0.76)	↓	1.74	(0.79)	*	1.66	(0.77)	*	1.76	(0.81)	*		
Men	627	1.82	(0.78)	604	1.68	(0.76)	↓	1.59	(0.77)		1.46	(0.72)	↓	1.64	(0.76)	1.59	(0.73)	
Faculty of Color	179	1.94	(0.77)	189	1.81	(0.78)	*	1.93	(0.83)	*	1.72	(0.80)	*	1.71	(0.83)	1.76	(0.78)	
Majority Faculty	849	1.78	(0.78)	868	1.65	(0.75)	↓	1.59	(0.76)		1.52	(0.74)	↓	1.68	(0.77)	1.64	(0.76)	
Not US Citizen	109	1.85	(0.79)	120	1.78	(0.81)		1.83	(0.80)	*	1.63	(0.80)		1.65	(0.74)	1.65	(0.80)	
US Citizen	919	1.80	(0.78)	937	1.66	(0.75)	↓	1.63	(0.78)		1.54	(0.74)	↓	1.69	(0.79)	1.66	(0.76)	
LGBTQ+	48	1.65	(0.81)	54	1.69	(0.75)		1.88	(0.80)	*	1.87	(0.77)	*	1.96	(0.89)	*	1.91	(0.86)
Not LGBTQ+	941	1.81	(0.78)	983	1.68	(0.76)	↓	1.63	(0.78)		1.53	(0.74)	↓	1.67	(0.77)	1.64	(0.76)	
Faculty with Disability	137	1.76	(0.83)	155	1.70	(0.72)		1.67	(0.77)		1.54	(0.74)		1.74	(0.80)	1.78	(0.78)	
Faculty without Disability	877	1.81	(0.77)	892	1.67	(0.77)	↓	1.64	(0.78)		1.56	(0.75)	↓	1.67	(0.78)	1.63	(0.76)	
Biological Science	399	1.73	(0.73)	413	1.61	(0.74)	*	1.64	(0.78)		1.59	(0.78)		1.60	(0.75)	*	1.60	(0.75)
Physical Science	213	1.75	(0.76)	212	1.60	(0.71)	↓	1.70	(0.83)		1.51	(0.73)	↓	1.66	(0.76)	1.66	(0.76)	
Social Science	263	1.93	(0.84)	306	1.81	(0.79)	*	1.64	(0.76)		1.55	(0.74)		1.78	(0.82)	*	1.66	(0.77)
Arts & Humanities	148	1.86	(0.80)	123	1.70	(0.79)		1.61	(0.75)		1.49	(0.70)		1.78	(0.80)	1.84	(0.83)	
Science Department	591	1.72	(0.73)	602	1.60	(0.73)	*	1.66	(0.80)		1.57	(0.77)	↓	1.63	(0.76)	*	1.62	(0.75)
Non-Science Department	432	1.91	(0.82)	452	1.78	(0.79)	↓	1.63	(0.76)		1.53	(0.73)		1.76	(0.81)	1.70	(0.79)	
Untenured	220	1.65	(0.73)	250	1.66	(0.75)		1.78	(0.80)	*	1.62	(0.76)	↓	1.57	(0.72)	*	1.54	(0.75)
Tenured	808	1.85	(0.79)	807	1.68	(0.76)	↓	1.61	(0.77)		1.53	(0.75)	↓	1.72	(0.80)	1.70	(0.77)	
Non-Mainstream Research	615	1.81	(0.76)	574	1.69	(0.75)	↓	1.70	(0.79)	*	1.59	(0.75)	↓	1.74	(0.79)	*	1.73	(0.78)
Mainstream Research	395	1.80	(0.81)	461	1.66	(0.77)	↓	1.58	(0.77)		1.51	(0.75)		1.60	(0.76)	1.58	(0.74)	
Department Chair	66	1.70	(0.76)	60	1.62	(0.78)		1.37	(0.70)	*	1.57	(0.75)		1.50	(0.71)	1.69	(0.77)	
Not Chair	962	1.81	(0.78)	994	1.68	(0.76)	↓	1.67	(0.79)		1.55	(0.75)	↓	1.70	(0.79)	1.66	(0.77)	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "To some extent" (2), and "To a great extent" (3). Respondents could also choose "NA."

Table I3a. Considered Reasons to Leave, Tenure-Track Faculty Only

Have you considered the following reasons to leave....																
	Adjust clinical load						More supportive work environment				Reduce stress					
	2019				2022			2019		2022		2019		2022		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	997	1.33	(0.61)	279	1.26	(0.56)	1.67	(0.79)	1.69	(0.81)	1.71	(0.77)	1.85	(0.82)	↑	
Women	398	1.46	(0.71) *	112	1.33	(0.61)	1.83	(0.82) *	1.84	(0.84) *	1.88	(0.80) *	2.02	(0.83) *	↑	
Men	605	1.24	(0.53)	167	1.21	(0.52)	1.56	(0.75)	1.58	(0.76)	1.60	(0.72)	1.72	(0.79)	↑	
Faculty of Color	34	1.32	(0.64)	40	1.40	(0.71)	1.85	(0.82) *	1.87	(0.86) *	1.75	(0.79)	1.84	(0.80)		
Majority Faculty	183	1.33	(0.60)	239	1.23	(0.53)	1.63	(0.78)	1.66	(0.79)	1.70	(0.76)	1.86	(0.83)	↑	
Not US Citizen	21	1.38	(0.67)	27	1.11	(0.32) *	1.79	(0.75)	1.69	(0.79)	1.73	(0.75)	1.79	(0.84)		
US Citizen	196	1.32	(0.60)	252	1.27	(0.58)	1.65	(0.79)	1.69	(0.81)	1.71	(0.77)	1.86	(0.82)	↑	
LGBTQ+	8	1.25	(0.46)	12	1.67	(0.78) *	1.90	(0.85) *	1.84	(0.87)	2.06	(0.74) *	2.18	(0.79) *		
Not LGBTQ+	202	1.34	(0.62)	260	1.24	(0.55)	1.64	(0.78)	1.68	(0.81)	1.68	(0.76)	1.84	(0.82)	↑	
Faculty with Disability	28	1.25	(0.52)	37	1.30	(0.62)	1.89	(0.86) *	1.86	(0.84) *	1.89	(0.84) *	2.08	(0.84) *		
Faculty without Disability	185	1.35	(0.62)	239	1.25	(0.55)	1.63	(0.77)	1.66	(0.80)	1.68	(0.75)	1.81	(0.81)	↑	
Biological Science	141	1.42	(0.63) *	147	1.42	(0.66) *	1.68	(0.79)	1.68	(0.80)	1.70	(0.76)	1.79	(0.81) *		
Physical Science	23	1.04	(0.21) *	39	1.03	(0.16) *	1.54	(0.72) *	1.56	(0.77) *	1.64	(0.73)	1.81	(0.80)	↑	
Social Science	37	1.19	(0.57)	72	1.07	(0.35) *	1.65	(0.79)	1.77	(0.83) *	1.69	(0.77)	1.94	(0.84) *	↑	
Arts & Humanities	15	1.27	(0.70)	21	1.19	(0.51)	1.83	(0.87) *	1.77	(0.83)	1.86	(0.80) *	1.94	(0.83)		
Science Department	161	1.36	(0.61)	184	1.34	(0.62) *	1.63	(0.76)	1.64	(0.79) *	1.66	(0.74) *	1.80	(0.81) *	↑	
Non-Science Department	55	1.24	(0.61)	95	1.09	(0.39)	1.71	(0.82)	1.76	(0.83)	1.77	(0.79)	1.93	(0.83)	↑	
Untenured	57	1.35	(0.61)	76	1.24	(0.54)	1.62	(0.78)	1.61	(0.79)	1.81	(0.78) *	1.86	(0.79)		
Tenured	160	1.32	(0.61)	203	1.27	(0.57)	1.68	(0.79)	1.72	(0.82)	1.68	(0.76)	1.85	(0.83)	↑	
Non-Mainstream Research	123	1.40	(0.67)	149	1.33	(0.62) *	1.77	(0.81) *	1.81	(0.82) *	1.77	(0.77) *	1.92	(0.82) *	↑	
Mainstream Research	90	1.24	(0.50)	123	1.19	(0.49)	1.51	(0.73)	1.55	(0.77)	1.60	(0.75)	1.78	(0.81)	↑	
Department Chair	15	1.33	(0.72)	12	1.08	(0.29)	1.39	(0.63) *	1.56	(0.76)	1.63	(0.73)	1.75	(0.81)		
Not Chair	202	1.33	(0.60)	267	1.27	(0.57)	1.69	(0.80)	1.70	(0.81)	1.71	(0.77)	1.86	(0.82)	↑	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "To some extent" (2), and "To a great extent" (3). Respondents could also choose "NA."

Table 14a. Considered Reasons to Leave, Tenure-Track Faculty Only

<i>Have you considered the following reasons to leave....</i>														
	Improve employment situation of your spouse or partner?						Be near extended family?				Retire			
	2019			2022			2019		2022		2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	899	1.45	(0.72)	908	1.39	(0.69)	1.42	(0.66)	1.43	(0.69)	1.43	(0.70)	1.48	(0.73)
Women	343	1.46	(0.73)	376	1.36	(0.67)	1.47	(0.70)	1.51	(0.74) *	1.36	(0.66) *	1.44	(0.71)
Men	556	1.44	(0.71)	531	1.41	(0.70)	1.39	(0.64)	1.37	(0.65)	1.46	(0.72)	1.51	(0.74)
Faculty of Color	138	1.52	(0.76)	157	1.48	(0.73)	1.56	(0.72) *	1.56	(0.76) *	1.25	(0.54) *	1.41	(0.68) ↑
Majority Faculty	708	1.43	(0.71)	751	1.37	(0.68)	1.39	(0.65)	1.40	(0.67)	1.46	(0.73)	1.50	(0.74)
Not US Citizen	87	1.71	(0.86) *	102	1.63	(0.86) *	1.61	(0.76) *	1.67	(0.77) *	1.14	(0.39) *	1.12	(0.36) *
US Citizen	759	1.42	(0.69)	806	1.36	(0.66)	1.40	(0.65)	1.40	(0.67)	1.45	(0.72)	1.52	(0.75)
LGBTQ+	43	1.44	(0.67)	44	1.50	(0.85)	1.45	(0.67)	1.42	(0.67)	1.30	(0.61)	1.33	(0.61)
Not LGBTQ+	777	1.45	(0.72)	848	1.39	(0.68)	1.42	(0.66)	1.43	(0.69)	1.43	(0.71)	1.49	(0.74)
Faculty with Disability	111	1.30	(0.61) *	130	1.33	(0.66)	1.38	(0.65)	1.39	(0.64)	1.61	(0.76) *	1.60	(0.78) *
Faculty without Disability	725	1.47	(0.73)	769	1.40	(0.69)	1.43	(0.67)	1.44	(0.70)	1.40	(0.69)	1.47	(0.72)
Biological Science	329	1.33	(0.63) *	363	1.34	(0.65)	1.32	(0.56) *	1.36	(0.64) *	1.42	(0.70)	1.49	(0.73)
Physical Science	184	1.45	(0.72)	185	1.45	(0.71)	1.41	(0.68)	1.39	(0.66)	1.46	(0.73)	1.52	(0.75)
Social Science	217	1.59	(0.81) *	257	1.39	(0.68) ↓	1.50	(0.72) *	1.49	(0.72)	1.37	(0.66)	1.40	(0.69) *
Arts & Humanities	111	1.50	(0.71)	100	1.46	(0.77)	1.56	(0.75) *	1.59	(0.82) *	1.51	(0.76)	1.61	(0.79)
Science Department	496	1.39	(0.68) *	527	1.39	(0.68)	1.36	(0.61) *	1.37	(0.64) *	1.43	(0.70)	1.50	(0.74)
Non-Science Department	345	1.53	(0.76)	378	1.40	(0.70) ↓	1.51	(0.72)	1.51	(0.75)	1.43	(0.71)	1.46	(0.72)
Untenured	189	1.61	(0.77) *	225	1.52	(0.76) *	1.57	(0.75) *	1.54	(0.74) *	1.03	(0.21) *	1.03	(0.23) *
Tenured	657	1.40	(0.69)	683	1.35	(0.66)	1.38	(0.63)	1.39	(0.67)	1.52	(0.74)	1.61	(0.77) ↑
Non-Mainstream Research	493	1.49	(0.74) *	493	1.39	(0.68) ↓	1.48	(0.70) *	1.42	(0.68)	1.47	(0.73) *	1.49	(0.73)
Mainstream Research	340	1.38	(0.67)	400	1.41	(0.71)	1.33	(0.60)	1.42	(0.69)	1.36	(0.65)	1.46	(0.72) ↑
Department Chair	55	1.33	(0.67)	48	1.23	(0.56)	1.39	(0.67)	1.46	(0.71)	1.58	(0.74)	1.58	(0.76)
Not Chair	791	1.45	(0.72)	856	1.40	(0.69)	1.42	(0.66)	1.43	(0.69)	1.42	(0.70)	1.48	(0.73)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "To some extent" (2), and "To a great extent" (3). Respondents could also choose "NA."

Table I5a. Considered Reasons to Leave, Tenure-Track Faculty Only

<i>Have you considered the following reasons to leave....</i>																
	Concerns about the direction of state government?							Concerns about Regent policies?					Quality of life in Madison and surrounding areas?			
	2019			2022				2019		2022			2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.
Total	1020	1.85	(0.76)	1035	1.70	(0.74)	↓	1.73	(0.75)	1.52	(0.68)	↓	1.20	(0.48)	1.20	(0.49)
Women	398	1.83	(0.75)	438	1.69	(0.74)	↓	1.76	(0.75)	1.56	(0.70)	↓	1.28	(0.56)	1.24	(0.54)
Men	628	1.86	(0.76)	596	1.71	(0.73)	↓	1.72	(0.74)	1.50	(0.67)	↓	1.16	(0.42)	1.17	(0.44)
Faculty of Color	175	1.87	(0.75)	184	1.59	(0.69)	* ↓	1.80	(0.76)	1.49	(0.66)	↓	1.43	(0.65)	1.39	(0.67)
Majority Faculty	838	1.85	(0.76)	851	1.73	(0.74)	↓	1.72	(0.74)	1.53	(0.69)	↓	1.16	(0.42)	1.16	(0.43)
Not US Citizen	103	1.73	(0.77)	107	1.58	(0.73)		1.63	(0.75)	1.41	(0.65)	↓	1.25	(0.51)	1.24	(0.48)
US Citizen	910	1.86	(0.75)	928	1.72	(0.74)	↓	1.75	(0.74)	1.54	(0.68)	↓	1.20	(0.48)	1.19	(0.49)
LGBTQ+	48	1.98	(0.73)	55	1.82	(0.82)		1.83	(0.75)	1.71	(0.78)	*	1.42	(0.64)	1.50	(0.77)
Not LGBTQ+	930	1.85	(0.76)	959	1.69	(0.73)	↓	1.73	(0.74)	1.51	(0.67)	↓	1.19	(0.46)	1.18	(0.46)
Faculty with Disability	140	1.96	(0.78)	151	1.96	(0.77)	*	1.90	(0.78)	1.71	(0.70)	* ↓	1.30	(0.56)	1.25	(0.52)
Faculty without Disability	860	1.83	(0.75)	874	1.66	(0.72)	↓	1.71	(0.73)	1.49	(0.67)	↓	1.19	(0.47)	1.19	(0.48)
Biological Science	401	1.83	(0.75)	411	1.60	(0.71)	* ↓	1.70	(0.74)	1.44	(0.63)	* ↓	1.15	(0.43)	1.15	(0.42)
Physical Science	212	1.85	(0.73)	203	1.70	(0.72)	↓	1.65	(0.70)	1.48	(0.66)	↓	1.14	(0.39)	1.18	(0.45)
Social Science	251	1.86	(0.79)	301	1.76	(0.75)		1.77	(0.77)	1.60	(0.70)	* ↓	1.27	(0.55)	1.25	(0.56)
Arts & Humanities	144	1.91	(0.76)	117	1.88	(0.78)	*	1.91	(0.75)	1.73	(0.76)	*	1.32	(0.57)	1.30	(0.59)
Science Department	591	1.83	(0.75)	590	1.64	(0.71)	* ↓	1.66	(0.72)	1.45	(0.65)	* ↓	1.16	(0.43)	1.16	(0.43)
Non-Science Department	417	1.88	(0.77)	442	1.79	(0.75)		1.83	(0.76)	1.62	(0.71)	↓	1.26	(0.54)	1.26	(0.56)
Untenured	213	1.62	(0.70)	240	1.56	(0.71)	*	1.53	(0.71)	1.34	(0.60)	* ↓	1.29	(0.58)	1.24	(0.54)
Tenured	800	1.91	(0.76)	795	1.74	(0.74)	↓	1.79	(0.75)	1.58	(0.70)	↓	1.18	(0.45)	1.19	(0.47)
Non-Mainstream Research	612	1.88	(0.76)	561	1.74	(0.75)	↓	1.78	(0.76)	1.57	(0.69)	* ↓	1.25	(0.53)	1.21	(0.50)
Mainstream Research	385	1.81	(0.76)	450	1.66	(0.71)	↓	1.66	(0.71)	1.46	(0.68)	↓	1.13	(0.38)	1.19	(0.48)
Department Chair	65	1.82	(0.75)	60	1.82	(0.79)		1.60	(0.68)	1.54	(0.65)		1.13	(0.34)	1.12	(0.37)
Not Chair	948	1.85	(0.76)	971	1.69	(0.73)	↓	1.74	(0.75)	1.52	(0.68)	↓	1.21	(0.49)	1.20	(0.50)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "To some extent" (2), and "To a great extent" (3). Respondents could also choose "NA."

Table I6a. Considered Reasons to Leave, Tenure-Track Faculty Only

Have you considered the following reasons to leave....															
	Racial and ethnic disparities in healthcare, educational, and other outcomes in Madison?						Meet cultural and/or identity needs?				Other				
							2016		2019		2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	
Total	997	1.28	(0.57)	1018	1.27	(0.55)	1.29	(0.61)	1.29	(0.60)	1.76	(0.93)	1.91	(0.93)	
Women	385	1.41	(0.69) *	433	1.37	(0.64) *	1.41	(0.70) *	1.39	(0.69) *	2.10	(0.95) *	2.11	(0.95) *	
Men	612	1.19	(0.47)	585	1.19	(0.47)	1.22	(0.53)	1.22	(0.51)	1.59	(0.87)	1.76	(0.89)	
Faculty of Color	178	1.58	(0.81) *	185	1.61	(0.76) *	1.71	(0.86) *	1.73	(0.82) *	1.95	(0.94)	2.00	(0.93)	
Majority Faculty	817	1.21	(0.48)	833	1.19	(0.47)	1.20	(0.50)	1.19	(0.49)	1.73	(0.93)	1.90	(0.94) ↑	
Not US Citizen	104	1.21	(0.48)	116	1.37	(0.67) ↑	1.44	(0.67) *	1.47	(0.69) *	1.81	(0.95)	2.36	(0.87) * ↑	
US Citizen	891	1.28	(0.58)	902	1.25	(0.54)	1.27	(0.60)	1.27	(0.58)	1.76	(0.93)	1.86	(0.93)	
LGBTQ+	48	1.63	(0.79) *	53	1.51	(0.75) *	1.63	(0.83) *	1.67	(0.82) *	2.09	(1.04)	2.08	(0.90)	
Not LGBTQ+	912	1.26	(0.55)	945	1.25	(0.54)	1.28	(0.59)	1.27	(0.57)	1.75	(0.92)	1.92	(0.94) ↑	
Faculty with Disability	135	1.42	(0.72) *	149	1.34	(0.59)	1.45	(0.74) *	1.36	(0.69)	2.15	(0.96) *	2.34	(0.88) *	
Faculty without Disability	848	1.25	(0.55)	859	1.25	(0.55)	1.27	(0.58)	1.28	(0.58)	1.71	(0.91)	1.85	(0.93)	
Biological Science	391	1.19	(0.47) *	410	1.18	(0.47) *	1.16	(0.46) *	1.19	(0.49) *	1.83	(0.94)	1.85	(0.94)	
Physical Science	207	1.16	(0.44) *	203	1.19	(0.47) *	1.24	(0.56)	1.21	(0.50) *	1.69	(0.91)	1.98	(0.95)	
Social Science	254	1.40	(0.68) *	284	1.38	(0.64) *	1.41	(0.71) *	1.41	(0.70) *	1.72	(0.91)	1.90	(0.93)	
Arts & Humanities	138	1.45	(0.71) *	118	1.42	(0.66) *	1.51	(0.74) *	1.51	(0.71) *	1.76	(0.97)	1.97	(0.94)	
Science Department	579	1.18	(0.46) *	590	1.18	(0.47) *	1.19	(0.50) *	1.20	(0.49) *	1.76	(0.92)	1.90	(0.94)	
Non-Science Department	411	1.41	(0.68)	425	1.39	(0.64)	1.43	(0.71)	1.42	(0.70)	1.76	(0.94)	1.92	(0.93)	
Untenured	219	1.34	(0.65)	244	1.32	(0.59)	1.42	(0.72) *	1.41	(0.67) *	1.57	(0.87)	1.97	(0.94) ↑	
Tenured	776	1.26	(0.55)	774	1.25	(0.54)	1.25	(0.57)	1.25	(0.57)	1.81	(0.94)	1.90	(0.94)	
Non-Mainstream Research	592	1.32	(0.61) *	549	1.27	(0.56)	1.34	(0.65) *	1.34	(0.63) *	1.82	(0.95)	2.00	(0.94)	
Mainstream Research	386	1.20	(0.49)	449	1.25	(0.54)	1.20	(0.51)	1.24	(0.56)	1.70	(0.91)	1.81	(0.92)	
Department Chair	63	1.21	(0.51)	59	1.19	(0.39)	1.16	(0.51)	1.21	(0.49)	1.47	(0.87)	1.84	(0.96)	
Not Chair	932	1.28	(0.58)	956	1.27	(0.56)	1.30	(0.61)	1.30	(0.61)	1.78	(0.93)	1.92	(0.93)	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "To some extent" (2), and "To a great extent" (3). Respondents could also choose "NA."

**Table 17a. Additional Reasons Considered for Leaving UW-Madison
(Full Codebook)**

Institutional and Departmental Issues		Personal and Family	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Quality of, relationships with leadership and administrators	22	Closer to family	2
Department (general)	6	Relocating for/to be with partner/spouse, specifically	6
Institutional or departmental rank,	2	Returning to home country	5
Quality of, relationships with colleagues	2	Health or disability issue	1
Availability of colleagues/departments in same field, same/similar interests; intellectual community	1	Personal happiness	1
Diversity	1	General personal or family reasons	10
Bureaucracy	8	Balance	5
Administrative or program support	6	Stress/fatigue/burnout	9
More available, stable, secure resources	3	Small dating pool	1
Better space, facilities	4	Job is not personally fulfilling	2
Hiring	1		
Restructuring, department merger	1		
Retention of faculty/employees	2		
Difference in values, goals, direction	5		
Centralized power	1		
Shared governance	1		
Better support for visa/immigration	6		
More accountability for faculty	2		
University policies related to COVID	2		
Climate		Local Characteristics	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Opportunities for collaboration	1	Geographic location	1
Need more support	1	Weather	6
Want to feel needed, valued, respected, heard	4	Better local schools	1
More favorable physical environment	1	Change of scenery, locations	1
General work, academic environment, climate	4	Travel time, hassle, cost of living	1
Political environment (State/not national)	1	Midwest	1
Gender discrimination/inequity, Title IX	1	Culture	2
Race related	1		
Morale	1		
Hostile/toxic environment	6		
Discrimination/bias	1		
Hostile, mean, intimidating colleague(s)	10		
Political environment, National	5		
Disability related	3		
Climate for faculty with minority political views	1		
Student Issues		Research-Specific Concerns	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Quality of students	1	Better research equipment	1
Student evaluations/student complaints	2	Research funds, costs	1
		Find department that values research	3
		Improve or increase research opportunities and range	2
Teaching-Specific Concerns		Career and Advancement	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Teach in area(s) of specialty	1	Salary and salary process	2
Improve or increase range of teaching opportunities	3	Adjustments to administrative load, burdens	1
Lower teaching load	3	Workload	1
		To reach leadership position (e.g., chair, administrator)	6
		To be promoted, advancement (e.g., Full Rank)	3
		Recognition	2
		May be/have been recruited elsewhere	1
		To develop a business	2
		Leaving academia	2
		Feel trapped, no change for advancement	1
		Retirement	1
		Better use of skills, better fit	1
		New/better opportunities elsewhere	2
Miscellaneous		Clinical Work Concerns	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
No response	3	Reduce clinical workload	2
Not leaving	1		
Industry-Wide Concerns		Benefits	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Direction of higher education	2	Taxes	1
State support of higher education	3	Benefits (general)	2
		Dependent tuition	2
		Parental leave	2

Table I8a. Reasons to Stay, Tenure-Track Faculty Only

In your decision to stay at UW-Madison, how important was....

	Current salary							Prospects for future salary						Prospects for tenure or promotion?				
	2019			2022				2019		2022				2019		2022		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		
Total	1057	2.49	(1.26)	1127	2.74	(1.26)	↑	2.28	(1.28)	2.45	(1.30)	↑	2.48	(1.42)	2.46	(1.49)		
Women	407	2.53	(1.33)	484	2.86	(1.32)	* ↑	2.33	(1.34)	2.56	(1.35)	* ↑	2.73	(1.44)	* 2.63	(1.51)		
Men	650	2.47	(1.21)	643	2.65	(1.20)	↑	2.24	(1.24)	2.37	(1.26)		2.30	(1.38)	2.32	(1.46)		
Faculty of Color	181	2.38	(1.25)	203	2.48	(1.33)	*	2.35	(1.27)	2.30	(1.34)		2.61	(1.41)	2.66	(1.57)		
Majority Faculty	876	2.52	(1.26)	924	2.79	(1.24)	↑	2.26	(1.28)	2.49	(1.29)	↑	2.46	(1.43)	2.41	(1.47)		
Not US Citizen	116	2.71	(1.28)	130	2.70	(1.27)		2.61	(1.36)	*	2.73	(1.31)	*	3.07	(1.37)	*	3.10	
US Citizen	941	2.47	(1.26)	997	2.74	(1.26)	↑	2.24	(1.26)	2.42	(1.30)	↑	2.40	(1.41)	2.36	(1.47)		
LGBTQ+	51	2.59	(1.46)	58	2.78	(1.26)		2.44	(1.39)	2.49	(1.23)		2.90	(1.55)	2.72	(1.32)		
Not LGBTQ+	970	2.51	(1.25)	1049	2.74	(1.26)	↑	2.29	(1.28)	2.45	(1.31)	↑	2.46	(1.42)	2.44	(1.50)		
Faculty with Disability	143	2.42	(1.40)	165	2.67	(1.26)		2.24	(1.35)	2.30	(1.23)		2.40	(1.41)	2.34	(1.47)		
Faculty without Disability	902	2.51	(1.24)	954	2.75	(1.26)	↑	2.29	(1.27)	2.48	(1.32)	↑	2.50	(1.43)	2.47	(1.49)		
Biological Science	408	2.34	(1.20)	*	441	2.55	(1.24)	*	↑ 2.17	(1.19)	*	2.32	(1.25)	*	2.33	(1.36)	*	2.44
Physical Science	226	2.59	(1.23)	225	2.80	(1.17)		2.32	(1.32)	2.47	(1.33)		2.48	(1.45)	2.45	(1.49)		
Social Science	267	2.65	(1.32)	*	329	2.88	(1.30)	*	↑ 2.36	(1.35)	2.53	(1.35)		2.54	(1.46)	2.48	(1.52)	
Arts & Humanities	151	2.54	(1.31)	129	2.91	(1.29)	↑	2.38	(1.30)	2.69	(1.30)	*	2.81	(1.45)	*	2.47	(1.51)	
Science Department	612	2.42	(1.22)	*	642	2.64	(1.22)	*	↑ 2.22	(1.24)	2.37	(1.28)	*	↑ 2.35	(1.38)	*	2.45	(1.47)
Non-Science Department	440	2.60	(1.31)	482	2.87	(1.30)	↑	2.37	(1.32)	2.56	(1.33)	↑	2.66	(1.46)	2.47	(1.51)		
Untenured	220	2.70	(1.22)	*	267	2.82	(1.21)		2.60	(1.27)	*	2.83	(1.26)	*	3.51	(1.10)	*	3.68
Tenured	839	2.44	(1.27)	860	2.71	(1.27)	↑	2.19	(1.27)	2.33	(1.30)	↑	2.10	(1.34)	1.95	(1.31)		↓
Non-Mainstream Research	632	2.41	(1.26)	*	605	2.66	(1.23)	*	↑ 2.19	(1.26)	*	↑ 2.38	(1.27)	*	2.46	(1.40)	2.40	(1.46)
Mainstream Research	407	2.62	(1.25)	495	2.84	(1.29)	↑	2.41	(1.29)	2.56	(1.35)		2.50	(1.47)	2.55	(1.53)		
Department Chair	71	2.70	(1.29)	64	2.97	(1.26)		2.42	(1.37)	2.64	(1.38)		2.14	(1.42)	2.34	(1.51)		
Not Chair	986	2.48	(1.26)	1060	2.72	(1.26)	↑	2.27	(1.27)	2.44	(1.30)	↑	2.50	(1.42)	2.46	(1.49)		

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table I9a. Reasons to Stay, Tenure-Track Faculty Only

In your decision to stay at UW-Madison, how important was....

	Time for research or artistic activity						Teaching load				Clinical load			
	2019			2022			2019		2022		2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1044	2.97	(1.34)	1104	2.86	(1.34)	2.56	(1.29)	2.46	(1.29)	2.40	(1.26)	1.94	(1.23)
Women	403	3.05	(1.36)	472	2.82	(1.36)	2.61	(1.32)	2.41	(1.34)	2.55	(1.28)	1.90	(1.25)
Men	641	2.72	(0.33)	632	2.88	(1.32)	2.54	(1.27)	2.50	(1.25)	2.30	(1.25)	1.97	(1.22)
Faculty of Color	180	2.93	(1.37)	198	2.89	(1.37)	2.52	(1.29)	2.44	(1.35)	2.17	(1.26)	2.14	(1.27)
Majority Faculty	865	2.98	(1.33)	906	2.85	(1.33)	2.57	(1.29)	2.47	(1.28)	2.44	(1.26)	1.91	(1.22)
Not US Citizen	115	3.18	(1.37)	127	3.17	(1.37)	2.71	(1.31)	2.69	(1.35)	2.07	(1.33)	2.13	(1.23)
US Citizen	930	2.94	(1.33)	977	2.81	(1.33)	2.54	(1.29)	2.43	(1.28)	2.43	(1.26)	1.91	(1.23)
LGBTQ+	50	2.88	(1.29)	58	2.90	(1.39)	2.86	(1.21)	2.48	(1.19)	2.38	(1.19)	2.36	(1.43)
Not LGBTQ+	959	2.98	(1.35)	1027	2.85	(1.34)	2.55	(1.30)	2.46	(1.30)	2.40	(1.27)	1.91	(1.22)
Faculty with Disability	141	2.77	(1.41)	162	2.65	(1.30)	2.55	(1.38)	2.44	(1.35)	2.24	(1.03)	1.67	(1.22)
Faculty without Disability	892	3.00	(1.33)	934	2.89	(1.34)	2.57	(1.28)	2.46	(1.28)	2.41	(1.29)	1.97	(1.22)
Biological Science	400	3.11	(1.35)	434	2.99	(1.33)	2.49	(1.24)	2.45	(1.31)	2.53	(1.24)	2.20	(1.27)
Physical Science	225	2.87	(1.33)	220	2.87	(1.29)	2.51	(1.27)	2.54	(1.18)	1.86	(1.23)	1.36	(0.91)
Social Science	266	2.85	(1.32)	320	2.69	(1.35)	2.61	(1.34)	2.37	(1.35)	2.00	(1.29)	1.51	(1.12)
Arts & Humanities	151	2.93	(1.33)	127	2.79	(1.34)	2.73	(1.32)	2.57	(1.27)	2.33	(1.51)	1.58	(0.79)
Science Department	603	3.01	(1.34)	631	2.96	(1.32)	2.48	(1.25)	2.47	(1.26)	2.47	(1.25)	2.09	(1.26)
Non-Science Department	438	2.90	(1.33)	470	2.71	(1.34)	2.67	(1.33)	2.44	(1.33)	2.08	(1.29)	1.50	(1.03)
Untenured	220	3.57	(1.15)	266	3.43	(1.23)	2.96	(1.25)	2.75	(1.35)	2.91	(1.00)	2.48	(1.31)
Tenured	824	2.81	(1.34)	838	2.67	(1.32)	2.46	(1.28)	2.36	(1.26)	2.27	(1.29)	1.79	(1.17)
Non-Mainstream Research	624	2.89	(1.32)	598	2.75	(1.32)	2.58	(1.28)	2.38	(1.23)	2.33	(1.21)	1.91	(1.21)
Mainstream Research	404	3.12	(1.35)	483	3.02	(1.34)	2.54	(1.30)	2.58	(1.36)	2.54	(1.35)	1.98	(1.25)
Department Chair	68	2.79	(1.30)	61	2.62	(1.37)	2.51	(1.31)	2.44	(1.34)	2.33	(1.56)	2.08	(1.31)
Not Chair	976	2.98	(1.34)	1040	2.87	(1.33)	2.57	(1.29)	2.46	(1.29)	2.40	(1.24)	1.93	(1.22)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table I10a. Reasons to Stay, Tenure-Track Faculty Only

In your decision to stay at UW-Madison, how important was....																	
	Work environment							Relationships with students, postdocs, trainees, etc.				On-going collaborations and relationships with colleagues					
	2019			2022				2019		2022		2019		2022			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	1063	3.35	(1.32)	1114	3.19	(1.34)	↓	3.54	(1.26)	3.48	(1.29)	3.62	(1.27)	3.46	(1.28)	↓	
Women	409	3.27	(1.36)	479	3.07	(1.38)	* ↓	3.47	(1.29)	3.38	(1.33)	3.62	(1.31)	3.46	(1.32)		
Men	654	3.40	(1.28)	635	3.28	(1.30)		3.58	(1.24)	3.55	(1.25)	3.61	(1.25)	3.47	(1.26)	↓	
Faculty of Color	183	3.27	(1.37)	201	3.04	(1.41)		3.38	(1.27)	3.30	(1.35)	3.34	(1.25)	3.42	(1.31)		
Majority Faculty	881	3.36	(1.31)	913	3.22	(1.32)	↓	3.57	(1.26)	3.52	(1.27)	3.67	(1.27)	3.47	(1.28)	↓	
Not US Citizen	114	3.36	(1.21)	131	3.47	(1.25)	*	3.57	(1.22)	3.47	(1.30)	3.61	(1.24)	3.42	(1.29)		
US Citizen	949	3.35	(1.33)	983	3.15	(1.35)	↓	3.53	(1.26)	3.48	(1.28)	3.62	(1.28)	3.47	(1.28)	↓	
LGBTQ+	51	3.12	(1.30)	58	3.28	(1.25)		3.41	(1.06)	3.33	(1.30)	3.30	(1.28)	3.09	(1.32)	*	
Not LGBTQ+	977	3.38	(1.31)	1037	3.20	(1.34)	↓	3.54	(1.27)	3.49	(1.29)	3.64	(1.27)	3.49	(1.28)	↓	
Faculty with Disability	143	2.96	(1.38)	162	2.93	(1.39)	*	3.43	(1.31)	3.35	(1.35)	3.58	(1.34)	3.15	(1.31)	* ↓	
Faculty without Disability	908	3.41	(1.29)	944	3.24	(1.33)	↓	3.56	(1.25)	3.49	(1.28)	3.64	(1.27)	3.52	(1.27)	↓	
Biological Science	415	3.48	(1.32)	439	3.24	(1.36)	↓	3.63	(1.28)	3.64	(1.28)	3.91	(1.19)	3.75	(1.24)	* ↓	
Physical Science	228	3.51	(1.22)	221	3.47	(1.15)	*	3.56	(1.26)	3.63	(1.16)	3.64	(1.17)	3.52	(1.25)		
Social Science	266	3.22	(1.34)	324	3.06	(1.40)	*	3.38	(1.28)	3.17	(1.32)	3.38	(1.35)	3.27	(1.30)	*	
Arts & Humanities	151	3.00	(1.32)	127	2.88	(1.34)	*	3.50	(1.17)	3.39	(1.29)	3.17	(1.31)	2.88	(1.18)	*	
Science Department	621	3.48	(1.28)	638	3.32	(1.29)	* ↓	3.59	(1.28)	3.64	(1.24)	3.80	(1.20)	3.67	(1.24)	*	
Non-Science Department	438	3.16	(1.34)	473	3.03	(1.38)		3.45	(1.24)	3.25	(1.31)	3.35	(1.33)	3.19	(1.28)		
Untenured	224	3.53	(1.23)	267	3.50	(1.32)	*	3.55	(1.20)	3.62	(1.27)	3.62	(1.28)	3.64	(1.26)	*	
Tenured	839	3.30	(1.34)	847	3.09	(1.33)	↓	3.53	(1.27)	3.43	(1.29)	3.61	(1.28)	3.41	(1.29)	↓	
Non-Mainstream Research	632	3.22	(1.31)	593	2.96	(1.31)	* ↓	3.50	(1.24)	3.34	(1.29)	3.52	(1.29)	3.28	(1.32)	* ↓	
Mainstream Research	413	3.56	(1.29)	494	3.46	(1.32)		3.60	(1.29)	3.65	(1.26)	3.77	(1.24)	3.68	(1.21)		
Department Chair	70	3.57	(1.40)	63	3.54	(1.31)	*	3.46	(1.35)	3.45	(1.30)	3.84	(1.28)	3.57	(1.28)		
Not Chair	993	3.33	(1.31)	1048	3.17	(1.34)	↓	3.54	(1.25)	3.48	(1.28)	3.60	(1.27)	3.46	(1.28)	↓	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table I11a. Reasons to Stay, Tenure-Track Faculty Only

<i>In your decision to stay at UW-Madison, how important was....</i>															
	Quality of life in Madison and surrounding areas?							Proximity to extended family				Spouse or partner's employment opportunities			
	2019			2022				2019		2022		2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1071	3.90	(1.20)	1089	3.79	(1.24)	↓	2.16	(1.49)	2.17	(1.50)	2.64	(1.53)	2.55	(1.58)
Women	415	3.87	(1.30)	462	3.71	(1.35)		2.24	(1.57)	2.19	(1.56)	2.87	(1.61) *	2.71	(1.69) *
Men	656	3.92	(1.14)	626	3.84	(1.15)		2.11	(1.44)	2.16	(1.45)	2.51	(1.47)	2.44	(1.50)
Faculty of Color	184	3.51	(1.31) *	202	3.50	(1.35) *		1.83	(1.34) *	1.88	(1.39) *	2.56	(1.50)	2.59	(1.63)
Majority Faculty	887	3.98	(1.17)	887	3.85	(1.20)	↓	2.23	(1.51)	2.23	(1.51)	2.66	(1.54)	2.55	(1.57)
Not US Citizen	117	3.73	(1.16)	128	3.72	(1.15)		1.69	(1.16) *	1.55	(1.15) *	2.72	(1.51)	2.68	(1.61)
US Citizen	954	3.92	(1.21)	961	3.80	(1.25)	↓	2.21	(1.51)	2.25	(1.52)	2.63	(1.53)	2.54	(1.58)
LGBTQ+	51	3.69	(1.30)	59	3.37	(1.43) *		1.93	(1.37)	2.09	(1.40)	2.60	(1.55)	2.57	(1.59)
Not LGBTQ+	983	3.92	(1.20)	1010	3.82	(1.22)		2.17	(1.49)	2.18	(1.50)	2.63	(1.53)	2.56	(1.59)
Faculty with Disability	144	3.69	(1.34) *	160	3.51	(1.37) *		2.30	(1.61)	2.30	(1.53)	2.83	(1.60)	2.60	(1.62)
Faculty without Disability	914	3.93	(1.18)	921	3.84	(1.21)		2.14	(1.47)	2.15	(1.49)	2.61	(1.52)	2.54	(1.58)
Biological Science	414	3.96	(1.24)	442	3.87	(1.21)		2.18	(1.48)	2.34	(1.58) *	2.60	(1.47)	2.58	(1.60)
Physical Science	228	3.91	(1.12)	225	3.95	(1.09) *		2.16	(1.47)	2.03	(1.42)	2.56	(1.57)	2.49	(1.56)
Social Science	271	3.89	(1.25)	292	3.62	(1.35) *	* ↓	2.26	(1.57)	2.20	(1.48)	2.75	(1.56)	2.51	(1.55)
Arts & Humanities	153	3.73	(1.15)	127	3.56	(1.26) *		1.91	(1.38) *	1.72	(1.23) *	2.72	(1.57)	2.65	(1.65)
Science Department	620	3.93	(1.20)	643	3.89	(1.17) *		2.17	(1.47)	2.23	(1.53)	2.56	(1.51) *	2.56	(1.59)
Non-Science Department	446	3.86	(1.20)	443	3.63	(1.32)	↓	2.16	(1.51)	2.08	(1.44)	2.77	(1.56)	2.54	(1.57) ↓
Untenured	224	3.74	(1.24) *	268	3.76	(1.18)		2.10	(1.49)	2.22	(1.53)	2.79	(1.50)	2.78	(1.63) *
Tenured	847	3.94	(1.19)	821	3.79	(1.26)	↓	2.18	(1.49)	2.15	(1.49)	2.60	(1.54)	2.48	(1.56)
Non-Mainstream Research	641	3.84	(1.24) *	591	3.68	(1.27) *	* ↓	2.09	(1.45)	2.09	(1.46) *	2.64	(1.55)	2.47	(1.54) *
Mainstream Research	412	4.02	(1.11)	478	3.93	(1.17)		2.28	(1.56)	2.28	(1.54)	2.66	(1.52)	2.68	(1.64)
Department Chair	71	3.97	(1.17)	64	4.09	(1.11) *		2.27	(1.55)	2.09	(1.48)	2.37	(1.60)	2.64	(1.63)
Not Chair	1000	3.89	(1.21)	1021	3.77	(1.25)	↓	2.16	(1.49)	2.17	(1.50)	2.66	(1.52)	2.54	(1.58)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table I12a. Reasons to Stay, Tenure-Track Faculty Only

In your decision to stay at UW-Madison, how important was....

	Direction of state government							Other			
	2019			2022				2019		2022	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.
Total	1028	1.53	(0.96)	1067	1.42	(0.85)	↓	3.07	(1.85)	2.72	(1.86)
Women	398	1.54	(0.98)	450	1.39	(0.85)	↓	4.00	(1.53) *	3.04	(1.86) * ↓
Men	630	1.52	(0.94)	616	1.44	(0.85)		2.47	(1.80)	2.34	(1.81)
Faculty of Color	177	1.62	(1.02)	190	1.54	(0.90)	*	3.42	(1.83)	2.86	(1.96)
Majority Faculty	851	1.51	(0.94)	877	1.40	(0.84)	↓	3.01	(1.86)	2.69	(1.86)
Not US Citizen	108	1.58	(0.94)	117	1.56	(1.01)		2.50	(1.73)	3.00	(1.97)
US Citizen	920	1.52	(0.96)	950	1.40	(0.83)	↓	3.13	(1.86)	2.67	(1.85)
LGBTQ+	45	1.51	(0.94)	57	1.26	(0.58)		3.33	(2.08)	3.38	(1.85)
Not LGBTQ+	953	1.53	(0.96)	992	1.43	(0.86)	↓	3.08	(1.86)	2.65	(1.86)
Faculty with Disability	141	1.43	(0.80)	159	1.30	(0.71)	*	4.07	(1.62) *	3.00	(1.73)
Faculty without Disability	876	1.54	(0.98)	901	1.44	(0.87)	↓	2.94	(1.85)	2.65	(1.88)
Biological Science	400	1.57	(0.98)	424	1.43	(0.85)	↓	2.67	(1.90)	2.29	(1.76) *
Physical Science	222	1.57	(0.99)	209	1.42	(0.80)		3.23	(1.85)	3.21	(1.89)
Social Science	254	1.46	(0.89)	308	1.44	(0.92)		3.51	(1.75)	2.76	(1.90)
Arts & Humanities	147	1.48	(0.96)	123	1.33	(0.73)		3.89	(1.88)	3.00	(1.91)
Science Department	599	1.57	(1.00)	609	1.44	(0.83)	↓	2.89	(1.88)	2.53	(1.85)
Non-Science Department	424	1.47	(0.90)	455	1.40	(0.87)		3.33	(1.81)	2.91	(1.88)
Untenured	211	1.60	(0.94)	249	1.48	(0.88)		2.60	(1.85)	2.80	(1.96)
Tenured	817	1.51	(0.96)	818	1.40	(0.84)	↓	3.16	(1.85)	2.70	(1.85)
Non-Mainstream Research	616	1.52	(0.93)	577	1.38	(0.80)	↓	3.06	(1.84)	2.87	(1.86)
Mainstream Research	396	1.53	(1.00)	466	1.47	(0.90)		3.24	(1.89)	2.46	(1.84) ↓
Department Chair	67	1.52	(1.06)	63	1.56	(0.96)		2.91	(1.87)	2.27	(1.85)
Not Chair	961	1.53	(0.95)	1000	1.41	(0.84)	↓	3.09	(1.86)	2.75	(1.87)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

**Table I13a. Additional Reasons Considered for staying at UW-Madison
(Full Codebook)**

Benefits		Personal and Family	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Retirement benefits	5	Family reasons	10
Retention package	1	Dual career or staying for/to be with partner or spouse	3
Benefits	8	Health or disability issue	1
Salary increase	2	General personal reasons/ friendships/ ties with social organizations	2
Can't break contract	2	Benefit for children	1
		Financial situation	1
		Pain/hassle of moving, too tired/exhausted to move	3
Institutional and Departmental		Local Characteristics	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Support from university/institutional leaders	3	Satisfying location	3
Institutional or departmental rank, prestige, quality	2	Good local schools	1
Positive change to department colleagues, leadership	1	Ties/commitment to local organizations	1
Quality of, relationships with colleagues	3		
Commitments to colleagues, students, programs	1		
Faculty governance/having a voice	1		
Academic freedom	1		
Climate		Research-Specific	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
General work, academic environment	2	Research opportunities and range	2
Political environment, State (not Toxic, hostile, bullying colleague(s) leaving, retiring, or addressed	2	Access to populations, subject, and/or research sources	1
Supportive environment for minority identities	1	Support for research	3
		Pain/hassle/effort to move lab	2
Students		Career and Advancement	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Quality of students	3	Have tenure	1
Student support, funding, scholarships	1	Enjoy work/career opportunities	3
		Able to work remotely/workplace flexibility	3
		Nearing retirement	10
		Change to a new department, role, position	7
		Lack of better alternative/opportunities	9
		Contributing to the state and/or its people	1
		Pre-tenure	2
		Job security, security of having a good income	3
		Current job stress negates ability to move	2
Miscellaneous			
Reasons to Consider Leaving	N		
Not applicable to the question	2		
Not staying	3		
Inertia	3		

Table I14a. Intention to Leave, Tenure-Track Faculty Only

In the next three years, how likely are you to leave UW-Madison? **						
	2019			2022		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.
Total	1088	3.28	(1.36)	1156	3.20	(1.37)
Women	423	3.18	(1.36)	495	3.12	(1.35)
Men	665	3.34	(1.36)	660	3.26	(1.38)
Faculty of Color	186	2.96	(1.21) *	207	3.12	(1.30)
Majority Faculty	902	3.34	(1.39)	949	3.21	(1.38) ↓
Not US Citizen	119	3.35	(1.28)	138	3.33	(1.22)
US Citizen	969	3.27	(1.38)	1018	3.18	(1.39)
LGBTQ+	54	3.19	(1.33)	61	2.92	(1.17)
Not LGBTQ+	995	3.30	(1.37)	1072	3.22	(1.38)
Faculty with Disability	146	3.18	(1.41)	169	3.07	(1.40)
Faculty without Disability	929	3.30	(1.36)	977	3.22	(1.36)
Biological Science	414	3.26	(1.36)	451	3.24	(1.37)
Physical Science	232	3.41	(1.31)	234	3.25	(1.35)
Social Science	277	3.20	(1.39)	335	3.10	(1.35)
Arts & Humanities	160	3.29	(1.42)	133	3.22	(1.44)
Science Department	625	3.31	(1.34)	660	3.23	(1.36)
Non-Science Department	458	3.24	(1.40)	493	3.15	(1.38)
Untenured	233	3.52	(1.24) *	278	3.55	(1.18) *
Tenured	855	3.21	(1.39)	878	3.09	(1.40)
Non-Mainstream Research	649	3.19	(1.36) *	623	3.18	(1.32)
Mainstream Research	421	3.44	(1.35)	505	3.25	(1.42) ↓
Department Chair	70	3.67	(1.46) *	67	3.57	(1.32) *
Not Chair	1018	3.25	(1.35)	1085	3.18	(1.37)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** Lower numbers = More likely to leave.

*** 47 people did not respond to this question due to a skip issue.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very likely" (1), "Somewhat likely" (2), "Neither likely nor unlikely" (3), "Somewhat unlikely" (4), and "Very unlikely" (5).

Section 5: Appendices

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Appendix 1: Survey Instrument

Study of Faculty Worklife at the University of Wisconsin–Madison 2022

Thank you for participating in this important study! For the following questions, your “**department**” is the unit where you spend most of your time. For most faculty this is their home department, but for many it will be another unit—a section or a division within the department, or even a center. If you are in multiple departments, choose the one where you spend the most time, and if it is equal, choose the department of your tenure or promotion home. For all ranks, “faculty” is defined here as anyone who is on the tenure or clinical track.

1. In what year were you last hired at UW–Madison as a faculty member?

YYYY

2. Was the date you were last hired at UW–Madison as a faculty member after January 1, 2019?

☐ Yes
☐ No → **Go to question 4**

3. Thinking about the hiring process in your department, how satisfied were you with...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...the overall hiring process?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...the department’s effort to obtain resources for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...the department faculty’s efforts to meet you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...your interactions with the search committee?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...your start-up package?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The next questions are about your interactions with others in your work environment and your participation in the decision-making process in your department.

Thinking about interactions with colleagues and others in your department, how often...

	Never	Rarely	Sometimes	Often	Very often	NA
a. ...are you treated with respect by colleagues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...are you treated with respect by students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...are you treated with respect by staff?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...are you treated with respect by patients?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...are you treated with respect by your department chair?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...do you feel excluded from an informal network in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...do your department colleagues solicit your opinion about work-related matters, such as teaching, research, and service?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...do you do work that is not formally recognized by your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...do you feel valued in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...do you feel like you belong in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...do you feel isolated in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. ...do you feel isolated on the UW campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Thinking about interactions with colleagues and others in your department...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...how <u>satisfied</u> are you with the effort your department chair makes to create a collegial and supportive environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...how <u>satisfied</u> are you with the effort your chair, director, or dean makes to obtain resources for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...how <u>well</u> are you able to <u>navigate</u> unwritten rules concerning how one is to conduct oneself as a faculty member?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...how <u>reluctant</u> are you to voice concerns about the behavior of your departmental colleagues for fear it might affect your reputation or advancement?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...how <u>valued</u> by your colleagues is your research and scholarship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...how <u>much harder</u> do you have to work than some of your colleagues, in order to be perceived as a legitimate scholar?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...how <u>comfortable</u> are you in raising personal and family responsibilities when scheduling departmental obligations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...how <u>welcome</u> do you feel in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...how <u>well</u> do you fit into your department or unit?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...how <u>safe</u> do you feel in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...how <u>mainstream</u> is your current research within your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Thinking about your participation in the decision-making process in your department, how often...

	Never	Rarely	Sometimes	Often	Almost always	NA
a. ...do you have a voice in the decision-making that affects the direction of your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...do you have a voice in how resources are allocated?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...do meetings allow all participants to share their views?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...do committee assignments rotate fairly?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...does your department chair involve you in decision-making?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. At UW–Madison, climate is defined by the Campus Climate Network Group (2002) as “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.”

How is the climate in your department for the following groups?

	Very negative	Negative	Mediocre	Positive	Very positive	Don't know
a. The <u>overall</u> climate for everyone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The climate for women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The climate for faculty of color	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The climate for lesbian, gay, bisexual, transgender, or queer (LGBTQ+) faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. The next questions ask about sexual harassment and sexual violence. The UW–Madison defines sexual harassment and sexual violence 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.

Within the last three years, how often, if at all, have you personally experienced sexual harassment on the UW–Madison campus?

Never 1–2 times 3–5 times More than 5 times

☐ ☐ ☐ ☐

9. Thinking about sexual harassment at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don't know
a. ...how <u>seriously</u> is sexual harassment treated on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...how <u>common</u> is sexual harassment on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...how <u>well</u> do you know the steps to take if a person comes to you with a problem with sexual harassment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...how <u>effective</u> is the process for resolving complaints about sexual harassment at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...how <u>comfortable</u> are you voicing concerns about sexual harassment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. The next questions are about hostile and intimidating behavior. UW–Madison defines hostile or intimidating behavior as behavior that a reasonable person would find hostile or intimidating, that does not further the university’s academic or operational interests, and is so severe and/or frequent that it negatively impacts a person’s ability to work. Hostile and intimidating behavior can include abusive language, unwelcome physical contact or gestures, excluding or isolating a person, sabotaging of a person’s work, or abuse of authority.

Given this definition, within the last three years, how often have you...

	Never	1-2 times	3-5 times	More than 5 times
a. ...personally <u>experienced</u> hostile or intimidating behavior on the UW–Madison campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...personally <u>witnessed</u> hostile or intimidating behavior directed at someone else on the UW–Madison campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Thinking about hostile or intimidating behavior at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don't know
a. ...how <u>seriously</u> is hostile or intimidating behavior treated on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...how <u>common</u> is hostile or intimidating behavior on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...how <u>well</u> do you know the steps to take if a person comes to you with concerns about someone who is behaving in a hostile or intimidating way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...how <u>effective</u> is the process for resolving complaints about hostile or intimidating behavior at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...how <u>comfortable</u> are you voicing concerns about hostile or intimidating behavior?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. The next questions are about your workload. Please answer questions 12–14 about your current workload. If you are currently on leave, please answer about your workload before you went on leave.

Thinking about how you spend/spent your time in an average week, what percent of your work week do/did you spend on each of the following work-related activities?

	Percent of time
a. Teaching (including preparing materials for class, lecturing, supervising TAs, etc.)	<input type="text"/> %
b. Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	<input type="text"/> %
c. Scholarship or conducting research (including writing, attending professional meetings, grant writing, artistic activity, etc.)	<input type="text"/> %
d. Administrative responsibilities (including compliance activities)	<input type="text"/> %
e. Committee work/University service	<input type="text"/> %
f. External paid consulting	<input type="text"/> %
g. Clinical work	<input type="text"/> %
h. Extension/Outreach activities	<input type="text"/> %
i. Service to the profession (including reviewing manuscripts, service to professional organizations)	<input type="text"/> %
j. Other work-related activities. Please specify: <input type="text"/>	<input type="text"/> %
Total:	100 %

13. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how many hours do/did you work in a typical work week?

Hours per week

14. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how would you rate the reasonableness of your overall (current) workload?

Much too light Too light Just right Too heavy Much too heavy
☐ ☐ ☐ ☐ ☐

15. In the **past 12 months**, how many of each of the following did you submit?

	Number
a. Papers for publication in peer-reviewed journals?	
b. Papers for presentation at conferences?	
c. Books: authored?	
d. Books: edited?	
e. Chapters in books?	
f. Grant proposals?	
g. Other scholarly or creative works? Please specify: <input type="text"/>	

16. The next questions are about your satisfaction with UW–Madison as an employer.

Thinking about all university, school or college, and departmental resources, how satisfied are you with the resources UW–Madison provides...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	NA
a. ...to support your <u>research and scholarship</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...to support your <u>teaching</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...to support your <u>clinical work</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...to support your <u>extension or outreach activities</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. In general, how satisfied are you...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
a. ...with your salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...with your benefits?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...being a faculty member at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...with your career progression at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. What factors **contribute most** to your satisfaction at UW–Madison?

19. What factors **detract most** from your satisfaction at UW–Madison?

20. Compared to your confidence before the COVID-19 crisis, how confident are you **currently** that you can meet your most important career goals?

Much less confident now	Somewhat less confident now	No change	Somewhat more confident now	Much more confident now
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. What long-term effect(s) of the COVID-19 pandemic on your professional trajectory are you most worried about?

22. What university-level programs or policies would be most helpful in supporting you and reducing the professional losses and disruptions that you have experienced due to the COVID-19 pandemic?

23. The next questions ask about your caregiving responsibilities. In this survey, caregiving includes child and dependent care, eldercare, and care for disabled individuals or those with significant illness. Please consider your most significant period of caregiving, regardless of whether it occurred before or during the COVID-19 pandemic. By “significant,” we mean a period in which the amount of time, or emotional or physical energy exerted towards caregiving, caused stress in your work life.

Within the last three years, did you have significant caregiving responsibilities?

☐ Yes

☐ No → Go to question 26

24. During your highest period of caregiving in the last three years, how many hours per week did you provide care for each of the following?

	1 to 10 hours/week	11 to 20 hours/week	21 to 30 hours/week	31 to 40 hours/week	Over 40 hours/week	NA
a. Child/children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Elders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Person with a disability or significant illness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Not listed, please tell us: <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. In the last three years, how much did caregiving responsibilities affect your professional life in each of the following ways?

	Not at all	A little	Somewhat	Quite a bit	A great deal
a. Decreased work hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Reduced productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Turning down or losing career advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Reduced income growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Delay in or loss of tenure or promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Reputation for commitment to your job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Delay in or loss of research projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Other, please tell us: <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. In the past 12 months, have you seriously considered leaving the university for reasons other than retirement, for example, considered an offer from another university, changing careers, working in industry, or starting your own business?

☐ Yes

☐ No

27. In the past 12 months, to what extent have you considered the following as reasons to leave UW–Madison:

	Not at all	To some extent	To a great extent	NA
a. To increase your salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. To improve your prospects for tenure or enhance your career in other ways?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. To increase your time to do research/artistic activity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. To adjust your clinical load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. To find a more supportive work environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. To reduce stress?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. To improve the employment situation of your spouse or partner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. To be near extended family?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. To retire?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Because of concerns about the direction of state government?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Because of concerns about Regent policies?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Because of the quality of life in Madison and surrounding areas?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Because of racial and ethnic disparities in healthcare, educational, and other outcomes in Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. To meet cultural and/or identity needs?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Because of another reason – please tell us below:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Think about the reasons you've stayed at UW-Madison. In your decision to stay at UW-Madison, how important was...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...your current salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...your prospects for future salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...your prospects for tenure or promotion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...your time for research or artistic activity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...your teaching load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...your clinical load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...your work environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...your relationships with students, postdocs, trainees, etc?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...your on-going collaborations and relationships with colleagues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...the quality of life in Madison and surrounding areas?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...proximity to extended family?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. ...your spouse or partner's employment opportunities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m....the direction of state government?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. ...other reasons? Please tell us:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. In the next three years, how likely are you to leave UW–Madison?

Very likely Somewhat likely Neither likely nor unlikely Somewhat unlikely Very unlikely

☐ ☐ ☐ ☐ ☐

30. The next questions are about you. As with the entire survey, responses to the following questions will be kept confidential. Your answers will be combined with those from other participants so that you cannot be identified. Responses that might reveal your identity will not be shared.

What is your gender?

Gender

31. With which of the following racial or ethnic groups do you identify? Please check all that apply.

- ☐ African American or Black ☐ American Indian or Alaska Native ☐ Asian or Asian American
☐ Chicano(a), Latino(a), Hispanic ☐ Middle Eastern or North African ☐ Pacific Islander or Native Hawaiian
☐ White
☐ Not listed → Please tell us:

32. Do you identify as LGBTQ+?

- ☐ Yes ☐ No

33a. Do you identify as a person with a disability?

- ☐ Yes ☐ No

33b. Do you have a chronic physical or mental health condition?

- ☐ Yes ☐ No

33c. If you answered “yes” to questions 33a or 33b, do you need or use any accommodations?

- ☐ Yes ☐ No

34. What is your citizenship status?

- ☐ U.S. Citizen ☐ U.S. Permanent Resident ☐ Non-Resident Alien (J-1, H-1B, O-1 status, etc.)

35. What is your current title?

- ☐ Assistant Professor ☐ Associate Professor ☐ Professor
☐ Clinical Assistant Professor ☐ Clinical Associate Professor ☐ Clinical Professor
☐ Clinical Instructor
☐ Other → Please tell us:

36. Which department, unit, section, or division did you have in mind when completing this survey?

THANK YOU for your time!

**Please return your completed questionnaire in the postage-provided envelope to:
UWSC, 475 N Charter St, B607, Madison, WI 53706.
Results will be posted at wiseli.wisc.edu/research/sfw/ in late 2022.**

Section 5: Appendices

Appendix 2: List of Departments

Appendix 2. Departmental Division Designations, 2022

UDDS	Department Name	Department Division	Science/Non-Science
A072000	Agricultural & Applied Economics	S	Non-Science
A072200	Biological Systems Engineering	P	Science
A072400	Life Sciences Communication	S	Non-Science
A072500	Animal & Dairy Science	B	Science
A072600	Agronomy	B	Science
A072800	Bacteriology	B	Science
A073000	Biochemistry	B	Science
A073600	Entomology	B	Science
A074000	Food Science	B	Science
A074200	Genetics	B	Science
A074300	Horticulture	B	Science
A074600	Nutritional Sciences	B	Science
A074800	Plant Pathology	B	Science
A075200	Community & Environmental Sociology	S	Non-Science
A075400	Soil Science	P	Science
A076400	Forest & Wildlife Ecology	B	Science
A122000	School of Business	S	Non-Science
A123100	SoB/Accounting and Information Systems	S	Non-Science
A123200	SoB/Risk and Insurance	S	Non-Science
A123600	SoB/Finance, Investment, and Banking	S	Non-Science
A123800	SoB/Management and Human Resources	S	Non-Science
A123900	SoB/Marketing	S	Non-Science
A124000	SoB/Operations and Information Management	S	Non-Science
A124100	SoB/Real Estate and Urban Land Economics	S	Non-Science
A171000	Art	H	Non-Science
A171600	Counseling Psychology	S	Non-Science
A172000	Curriculum & Instruction	S	Non-Science
A172300	Educational Leadership & Policy Analysis	S	Non-Science
A172700	Educational Policy Studies	S	Non-Science
A173000	Educational Psychology	S	Non-Science
A176000	Kinesiology	B	Science
A176200	Dance	H	Non-Science
A177800	Rehabilitation Psychology & Special Education	S	Non-Science
A179200	Theatre & Drama	H	Non-Science
A191200	Chemical & Biological Engineering	P	Science
A191500	Civil & Environmental Engineering	P	Science
A192500	Electrical & Computer Engineering	P	Science
A194200	Biomedical Engineering	P	Science
A195000	Industrial & Systems Engineering	P	Science
A196200	Mechanical Engineering	P	Science
A197500	Materials Science & Engineering	P	Science
A198000	Engineering Physics	P	Science
A271000	School of Human Ecology	S	Non-Science
A403900	Nelson Institute for Environmental Studies	B	Science
A451000	Law School	S	Non-Science
A472000	Extension	S	Non-Science
A480600	African Cultural Studies	H	Non-Science
A480700	Anthropology	S	Non-Science
A480800	Afro-American Studies	S	Non-Science
A480900	Art History	H	Non-Science
A481100	Astronomy	P	Science
A481300	Botany	B	Science
A481400	Communication Arts	S	Non-Science
A481500	Chemistry	P	Science
A481600	Chicana/o Studies	S	Non-Science

Appendix 2. Departmental Division Designations, 2022

UDDS	Department Name	Department Division	Science/Non-Science
A481700	Classical and Near Eastern Studies	H	Non-Science
A481800	Communicative Disorders	B	Science
A482000	Computer Sciences	P	Science
A482100	Asian Languages & Cultures	H	Non-Science
A482200	Economics	S	Non-Science
A482400	English	H	Non-Science
A482600	French & Italian	H	Non-Science
A482900	Geography	S	Non-Science
A483200	Geoscience	P	Science
A483300	Center for Jewish Studies	H	Non-Science
A483400	Religious Studies Program	H	Non-Science
A483800	History	H	Non-Science
A484400	LaFollette School of Public Affairs	S	Non-Science
A484900	School of Journalism & Mass Communication	S	Non-Science
A485100	The Information School	S	Non-Science
A485200	Language Sciences Program	H	Non-Science
A485400	Mathematics	P	Science
A485700	Atmospheric & Oceanic Sciences	P	Science
A486000	School of Music	H	Non-Science
A486500	Philosophy	H	Non-Science
A486700	Physics	P	Science
A487000	German, Nordic, & Slavic	H	Non-Science
A487200	Political Science	S	Non-Science
A487400	Psychology	S	Non-Science
A488200	Social Work	S	Non-Science
A488300	Sociology	S	Non-Science
A488500	Spanish & Portuguese	H	Non-Science
A489000	Statistics	P	Science
A489400	Planning & Landscape Architecture	S	Non-Science
A489600	Gender & Women's Studies	H	Non-Science
A489700	Integrative Biology	B	Science
A530229	SMPH Admin	B	Science
A530900	Anesthesiology	B	Science
A531100	Cell & Regenerative Biology	B	Science
A531200	Biostatistics & Medical Informatics	B	Science
A532000	Family Medicine	B	Science
A532500	Genetics	B	Science
A532800	Obstetrics & Gynecology	B	Science
A533100	Medical History & Bioethics	B	Science
A533300	Human Oncology	B	Science
A534100	Emergency Medicine	B	Science
A534200	Medicine	B	Science
A534220	Medicine/Allergy, Pulmonary and Critical Care Medic	B	Science
A534225	Medicine/Cardiovascular Medicine	B	Science
A534245	Medicine/Endocrinology, Diabetes and Metabolism	B	Science
A534250	Medicine/Gastroenterology and Hepatology	B	Science
A534253	Medicine/General Internal Medicine	B	Science
A534255	Medicine/Geriatrics and Gerontology	B	Science
A534260	Medicine/Hematology, Medical Oncology and Palliativ	B	Science
A534265	Medicine/Infectious Disease	B	Science
A534270	Medicine/Hospital Medicine	B	Science
A534280	Medicine/Nephrology	B	Science
A534285	Medicine/Pulmonary Medicine	B	Science
A534290	Medicine/Rheumatology	B	Science
A534300	Dermatology	B	Science

Appendix 2. Departmental Division Designations, 2022

UDDS	Department Name	Department Division	Science/Non-Science
A534700	Medical Microbiology	B	Science
A534800	Medical Physics	B	Science
A535100	Neurology	B	Science
A535700	Neurological Surgery	B	Science
A535900	Oncology	B	Science
A536000	Ophthalmology & Visual Sciences	B	Science
A536100	Orthopedics & Rehabilitation	B	Science
A536110	Ortho & Rehab/Orthopedics	B	Science
A536130	Ortho & Rehab/Physical Therapy	B	Science
A536200	Neuroscience	B	Science
A536300	Pathology & Laboratory Medicine	B	Science
A536700	Pediatrics	B	Science
A537700	Biomolecular Chemistry	B	Science
A538500	Population Health Sciences	B	Science
A538900	Psychiatry	B	Science
A539300	Radiology	B	Science
A539700	Surgery	B	Science
A539800	Urology	B	Science
A545000	School of Nursing	S	Non-Science
A561000	School of Pharmacy	B	Science
A560001*	Pharm/Pharmaceutical Sciences	B	Science
A560002*	Pharm/Social & Administrative Sciences	B	Science
A560003*	Pharm/Pharmacy Practice and Translational Research	B	Science
A560004*	Pharm/Pharmacy Professional Development	B	Science
A872100	Medical Sciences	B	Science
A873100	Pathobiological Sciences	B	Science
A874100	Comparative Biosciences	B	Science
A875100	Surgical Sciences	B	Science
A938800	Liberal Arts & Applied Studies	S	Non-Science
A938900	School for Workers	S	Non-Science

* Not actual UDDS codes; these are used for analysis purposes only.

Section 5: Appendices

Appendix 3: Variable Definitions

Appendix 3: Variable Definitions

Variable	Source	Values	Definition
Gender Identity	Self-report, survey item 30	Women	‘1’ if write-in indicated a female/woman identity only
		Men	‘0’ if write-in indicated a male/man identity only
		Not Binary Identity*	‘2’ if write-in indicated any other gender*
Race/Ethnicity	Self-report, survey item 31	Faculty of Color	‘1’ if African American or Black, American Indian or Alaskan Native, Asian or Asian American; Chicano(a), Latino(a), Hispanic; Middle Eastern or North African; Pacific Islander or Native Hawaiian—AND if US Citizen (see below)
		Majority Faculty	‘0’ White—OR if Not US Citizen (see below)
Citizenship Status	Self-report, survey item 34	Not US Citizen	‘1’ if US Permanent Resident or Non-Resident Alien
		US Citizen	‘0’ if US Citizen
Division (Dept)	Self-report, survey item 36. If missing, Major Department is used.	Biological Science	‘1’ if in Biological Science Department (Appendix 2)
		Physical Science	‘1’ if in Physical Science Department (Appendix 2)
		Social Studies	‘1’ if in Social Studies Department (Appendix 2)
		Arts & Humanities	‘1’ if in Arts & Humanities Department (Appendix 2)
Division (Ind)	Divisional Affiliation of faculty member. If not yet declared, Departmental Division (see above) is used.	Biological Science	‘1’ if in Biological Science Division
		Physical Science	‘1’ if in Physical Science Division
		Social Studies	‘1’ if in Social Studies Division
		Arts & Humanities	‘1’ if in Arts & Humanities Division
Science/Non-Science	Created from Division (Dept) variable above	Science Department	‘1’ if in Biological or Physical Science Department (Appendix 2)
		Non-Science Department	‘0’ if in Social Studies or Arts & Humanities Department (Appendix 2)

Variable	Source	Values	Definition
Tenure Status	Self-report, survey item 35. If missing, Current Title is used.	Untenured	‘1’ if Assistant Professor
		Tenured	‘0’ if Associate Professor or Professor (Full)
Multiple Appointments	Created from Appointment Department	Multiple Appointments	‘1’ if Non-zero appointment percentages in more than one department
		Single Appointment	‘0’ if Non-zero appointment percentage in only one department
Disability Status	Self-report, survey items 33b, 33b, 33c	Faculty with Disability	‘1’ if ‘Yes’ to 33a or 33b. ‘1’ if responses to items 33a and 33b were blank, but ‘Yes’ to 33c.
		Faculty without Disability	‘0’ if ‘No’ response to items 33a and 33b. ‘0’ if 33a and 33b are blank but 33c is ‘No’.
Department Chair	Created from Current Title	Department Chair	‘1’ if held Department Chair title
		Not Chair	‘0’ otherwise
Sexual Orientation	Self-report, survey item 32	LGBTQ+	‘1’ if ‘Yes’ to 32 or write-in to 30 indicates a transgender or non-binary identity
		Not LGBTQ+	‘0’ if ‘No’ to 32
Non-Mainstream Research	Self-report, survey item 5k	Non-Mainstream Research	‘1’ if 5k is 1,2,3
		Mainstream Research	‘0’ if 5k is 4,5

* Not reported in any table/analysis due to cell size less than 10.