# Academic Work Environment Survey 2004

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## Survey Components

- 2 primary components:
  - UMich, Utah State tapered to URI
  - Transtheoretical Model staging measure
- Data collection components:
  - Employment data (appointment, tenure clock, resources, start-up)
  - Productivity data (teaching, service, leadership, publications, etc.)
  - Recognition, awards
  - Career Satisfaction
  - Mentoring
  - Work Environment (& level of influence, gender, discrimination, dept. leader, relationships)
  - Demographics, including partner information
  - Work-family Balance
- Readiness-to-change component (TTM):
  - How willing to engage in 4 key behaviors to promote women in science

## Transtheoretical Model for Change

*Readiness-for-Change Staging Instrument*

- Will serve to validation new measure
- Based on input from 4 focus groups
- Assess willingness to engage in:
  1. Creating opportunities for collaboration
  2. Enhancing competency through mentoring
  3. Providing resources for doing research
  4. Generating support through community

## Survey and URI Initiatives

- Confirmation for need for proactive efforts
- Campus-wide effort → benefits to all
- Emphasis on work-family balance
- Provides readiness-for-change assessment on various levels
- Provides basis for TTM intervention strategies

## Methods – *Survey Development*

- Parsimony - Length vs. comprehensive
- Topics supported by 4 focus groups
- Reviewed by multiple sources
- Targets research and tenure faculty
- Typed in Excel

## Methods - *Marketing*

- Meetings with Council of Deans, Chairs, All-faculty meetings
  - How effort is unique and why so valuable
  - Benefits to individuals, departments, colleges, university
  - Benefits to ALL faculty
  - Warning about size and sensitive questions
  - Emphasis on confidentiality, anonymity, careful reporting
  - Incentives! 3-5 $100 gift certificates to depts. with 75% return
- Letter of support from Provost mailed 1 week prior

Question: How to make survey relevant to resistant or busy faculty

## Methods - *Dissemination*

- Printed as booklet with return postcard and addressed envelope
- Hand delivered to dept. chairs
- Option of web-based version
- Individual follow-up emails planned

Question: How to improve response rate?

## Methods – *Data entry and analysis*

- Dual entry – manual double entry and web download into SPSS
- *WebSurveyer* software

Questions: How to define comparison groups? How to map iindividuals longitudinally?

## Methods – *Data Analysis*

1. Psychometric analyses to develop scales
2. Group differential statistics
3. Prediction/correlational model testing
4. Longitudinal analyses