



W I S E L I

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



Recruiting, Retention & Advancement

- **Recruiting:** Searching for Excellence and Diversity: A Workshop for Faculty Search Committee Chairs
- **Retention:** Enhancing Department Climate: A Chair's Role
- **Advancement:** Senior women meetings



Recruiting

- 3-part workshops for chairs of hiring committees
 - Based on principles of cooperative learning
 - Discussion-based, not a lecture
 - Guidebook (with resources) and brochure developed for workshop series
 - Targeted to different stages of the search:
 - Developing the pool
 - Evaluating the candidates
 - Interviewing the candidates



Retention

- **Enhancing Department Climate: A Chair's Role**
 - 3-part interactive workshop series for department chairs (small groups of 4-5 chairs)
 - **Session 1:** Introduce concept of climate, discuss campus definitions in use, explore web-survey to be administered to department
 - **Session 2:** Receive confidential reports of survey results; discuss what interventions might be appropriate
 - **Session 3:** Discuss how Structure, Leadership, and Departmental decision-making affect climate; discuss any changes made between Session 2 and 3 and how they have been received

2 Please identify your level of agreement with each of the following statements:

1
Strongly
Disagree

2
Disagree

3
Neutral

4
Agree

5
Strongly
Agree

My department is a welcoming place to work.

1

2

3

4

5

I understand my role and responsibilities as a member of the department.

1

2

3

4

5

I have the resources I need to be productive in my job.

1

2

3

4

5

I feel appreciated for the work I do in the department.

1

2

3

4

5

The Chair of the department or my supervisor respects my opinions and contributions.

1

2

3

4

5

And more.....



Retention: Chairs' Climate Workshops

- Issues:

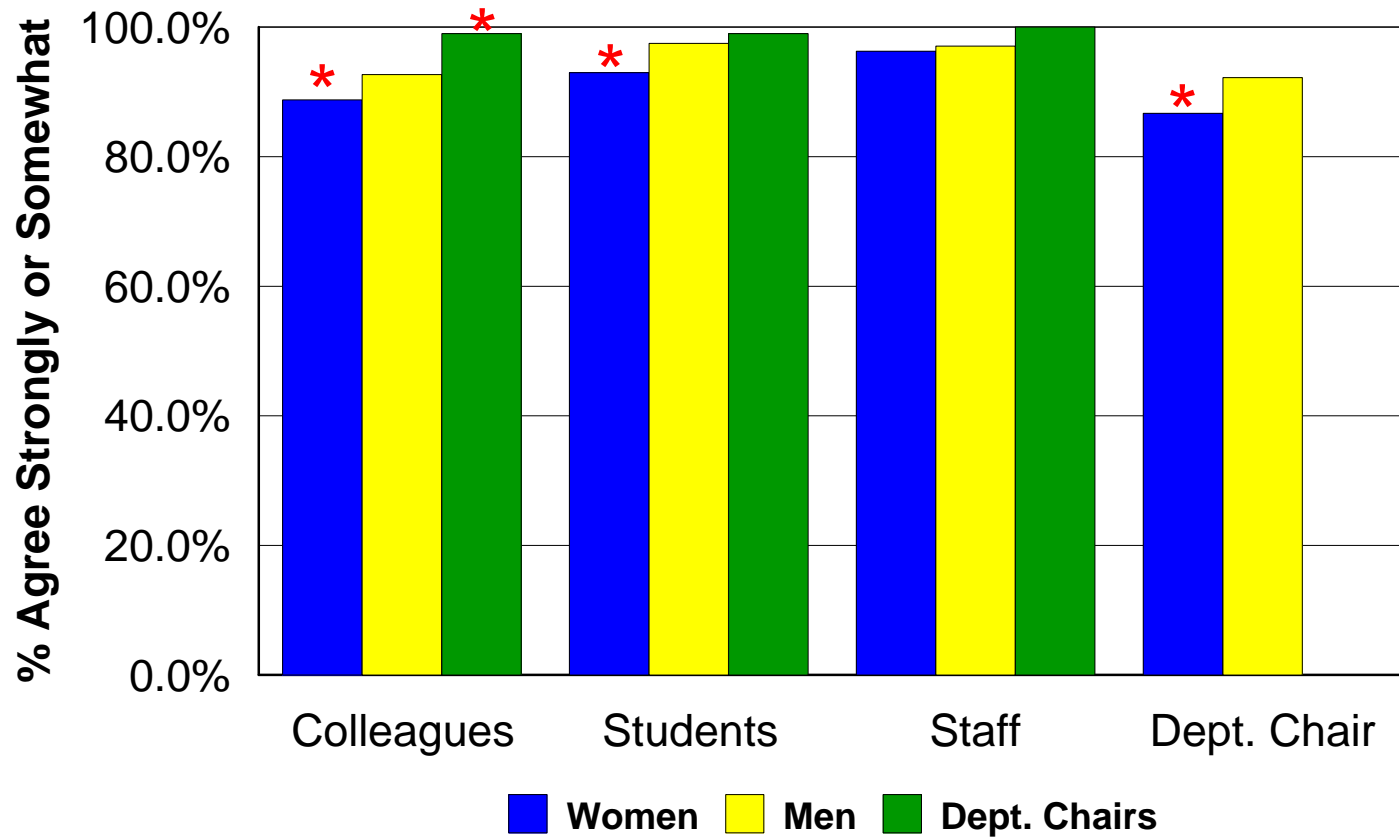
- ★ ■ How to get the chairs to attend?
- How to maintain confidentiality of responses at the departmental level?
- How to evaluate?
- How to institutionalize?



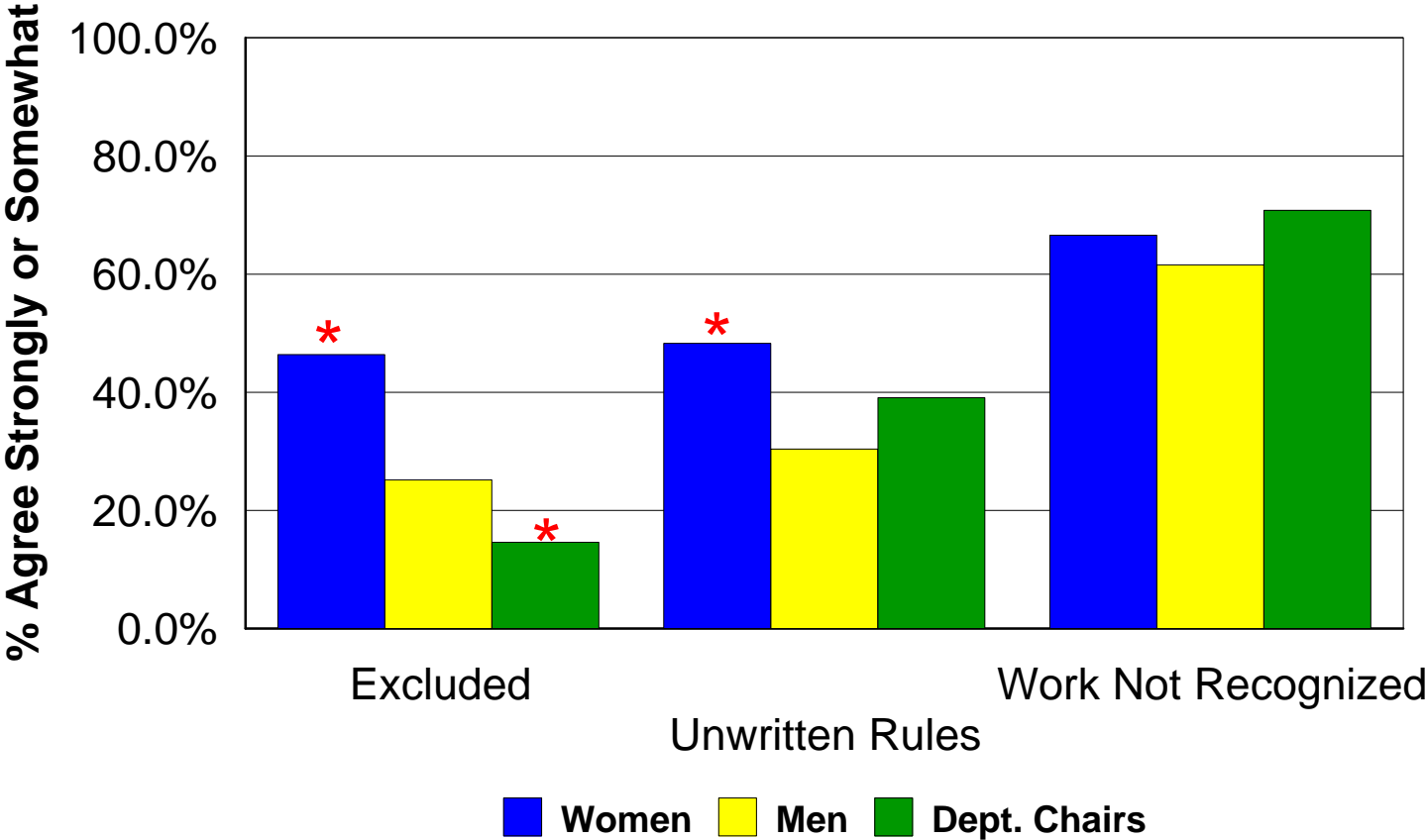
Retention: Chairs' Climate Workshops

- How to get the chairs to attend?
 - School-by-school meetings with department chairs: present data, describe workshops, invite chairs to attend
 - Allow first session to be LARGE—incorporate into normal campus avenues for faculty development (Academic Leadership Series)
 - Invite attendees at the large session to continue the work in smaller-group settings

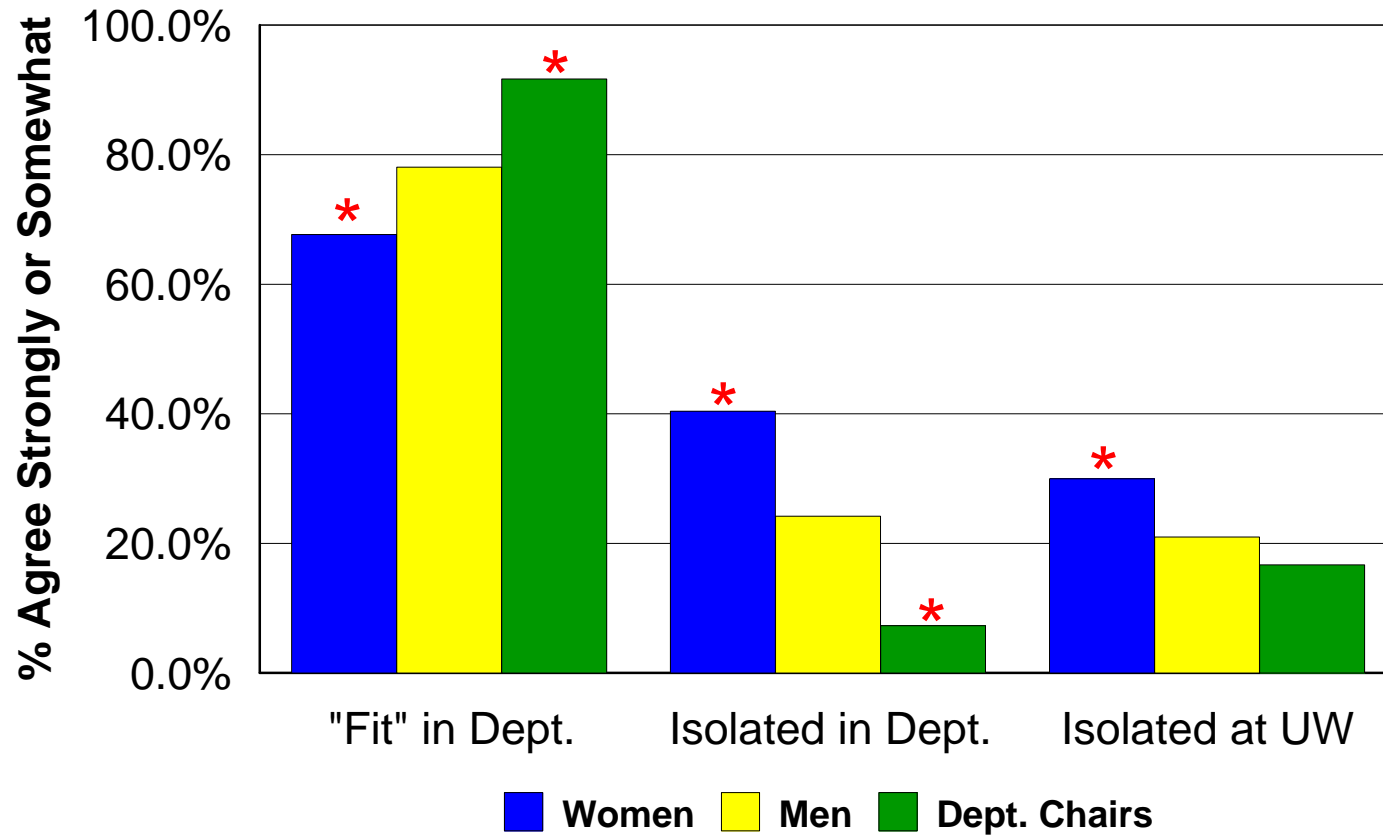
Treated With Respect in the Workplace



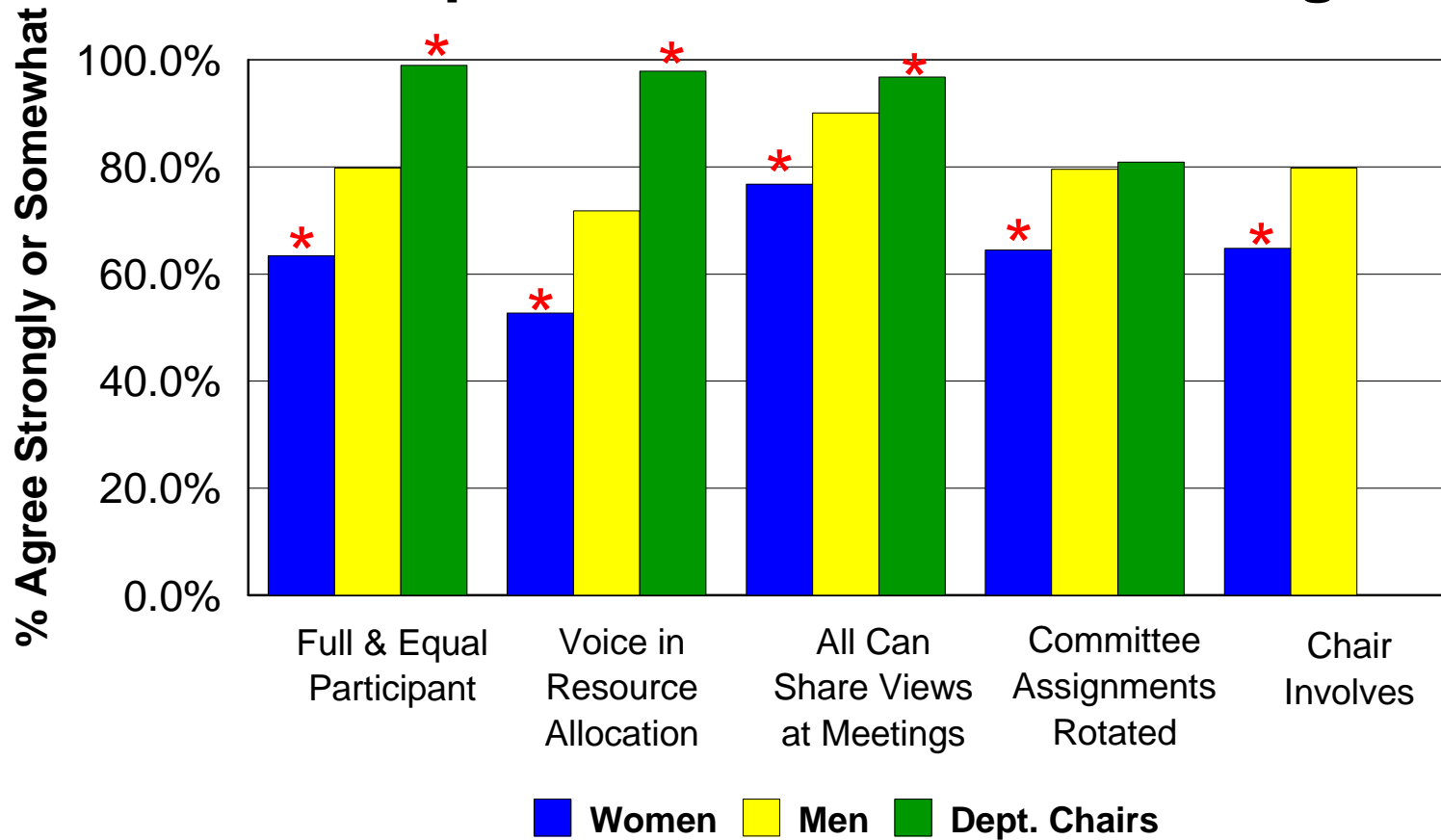
Informal Departmental Interactions



Isolation and "Fit"



Departmental Decision-Making





Advancement

- Senior women meetings
 - Meet with ALL women full professors in the biological and physical sciences (~80)
 - We have met with half so far
 - Confidential, but *themes* were ascertained
 - Identification and encouragement of women leaders:
 - Facilitate leadership training
 - Individual mentoring and/or advocacy
 - Award brochure, letters encouraging nominations



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