



W I S E L I

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

**Institutionalization:
Implementation by Institutional Context
University of Wisconsin-Madison**



Institutionalization

Two models:

1. Maintain individual WISELI initiatives (e.g. Life Cycle Grants, repeating faculty Worklife Survey)
2. Keep WISELI as a visible coordinating center for women in science and engineering

We prefer #2 – and think having such a center is key to continuing the momentum generated over the past 5 yrs



Branding and Name Recognition

- Everyone knows “WISELI”
- WISELI is specifically mentioned in a number of campus strategic plans related to diversity and climate

Q: Will this help us endure beyond funding?

A: We don't know yet, but it seems like it should help.



What will endure even if WISELI does not

- Workshops for search committees including research on unconscious biases and assumptions
- Life Cycle Grants
- Development of additional training for gatekeeping points (e.g. members of P&T committees)



What will be lost without funding

- PI's time to the current extent committed to WISELI
- Ability to continue all the current activities
- Possibly WISELI as an entity



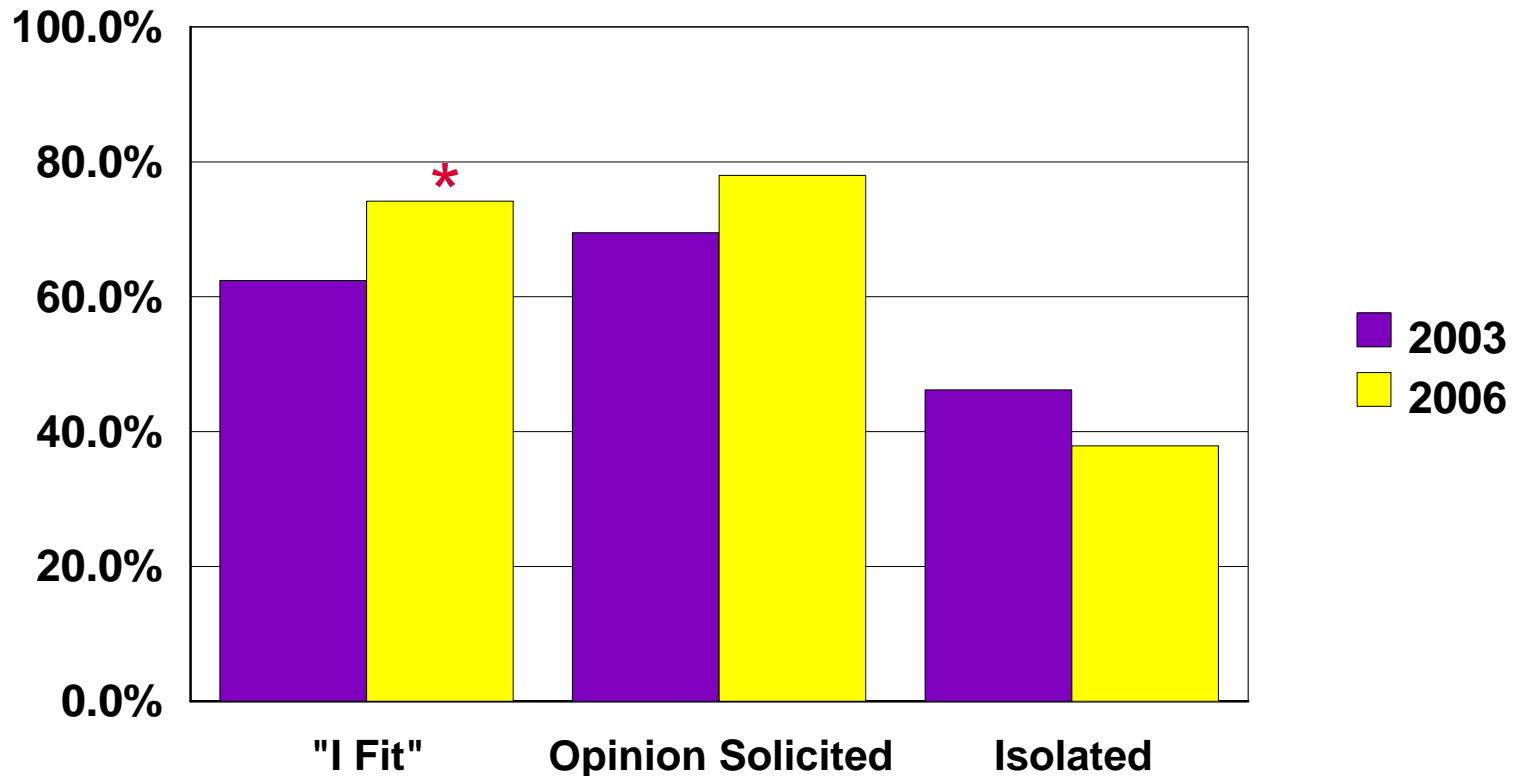
Strategies we are using

- Writing more grants (!!): WISELI has official center status so can run grants (e.g. WiscAMP, AGEF, others) with return of some indirect costs
- Provost's office commitment for Exec Director
College of Engineering commitment of space and some shared staff
- Working with Deans and UW Foundation to try to get women and science as priorities for fund raising



Institutionalization: Better Climate for Women

Change in Departmental Climate Perceptions Women in Biological & Physical Sciences





Unfulfilled promise of increased women's leadership at the top levels? An impression

- WISELI brought more women's voices to the leadership table
- WISELI gave women self-efficacy to want to become institutional leaders
- Women have been largely unsuccessful in being selected for top leadership positions at UW – especially internal candidates