



Departmental Climate



Enhancing Department Climate: A Guide for Department Chairs

Description
This brochure identifies common concerns faculty, staff, and students have about climate in academic departments. It provides department chairs/heads with practical advice for addressing these concerns and fostering a climate in which all department members feel welcome, respected, and valued.

Intended Audience
Department chairs and other campus leaders (e.g., section or division heads, center directors.)

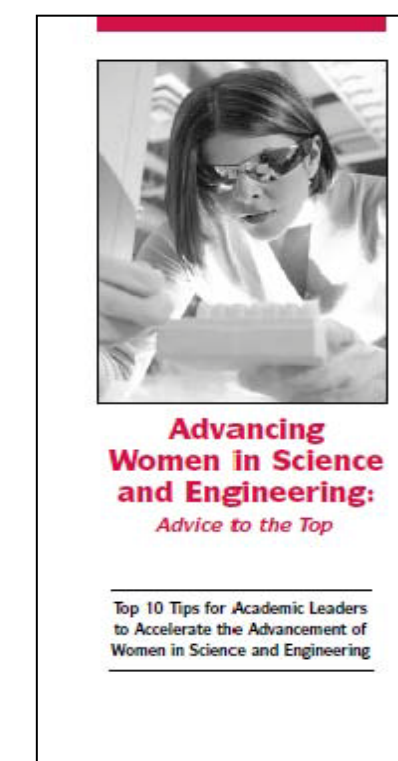
Intended Purpose
To be used within workshops or educational sessions for department chairs/heads, or individually by department chairs/heads seeking to enhance their department's climate.

Advancing Women in Science and Engineering: Advice to the Top

Description
Using short summaries of existing research illustrating common situations women face in male-dominated environments (e.g., being a "token", isolation, stereotype threat), this brochure suggests ten concrete steps administrators can take to alleviate these problems.

Intended Audience
Upper-level administrators such as Presidents and Chancellors, Provosts, Deans, and Department Chairs.

Intended Purpose
To be used within workshops or educational sessions for administrative leaders, or individually by leaders who seek to promote the participation and advancement of women in academic science and engineering.



Benefits and Challenges of Diversity

Description
Summarizing research from a variety of disciplines, this booklet provides the argument for "why diversity" and also suggests some of the barriers institutions face when trying to increase diversity, including the challenge of overcoming unconscious biases and assumptions that work to undermine individuals from under-represented groups.

Intended Audience
Any member of the University community, but especially faculty and administrators.

Intended Purpose
To be used within workshops or educational sessions that promote diversity within an organization.

Improving Department Climate From Where You Sit: Tips for Faculty

Description
Based on the essay "Sex and Science" that first appeared as supplementary material in a Science Policy Forum, this brochure uses published literature, experiences from faculty workshops, and original ADVANCE-funded research to provide concrete tips and advice to all members of a department who want to improve the climate, especially for under-represented persons.

Intended Audience
Any member of the University community, but especially faculty and administrators in academic departments.

Intended Purpose
To be used within workshops or educational sessions that promote diversity within an organization.

In Development
(Coming 2010)

Hiring



Reviewing Applicants: Research on Bias and Assumptions

Description
A brief introduction to the social psychological literature on unconscious biases and assumptions, with a focus on how these unconscious biases might influence evaluation of candidates in the faculty search process. Specific advice derived from this research is included.

Intended Audience
Faculty search committee chairs and members.

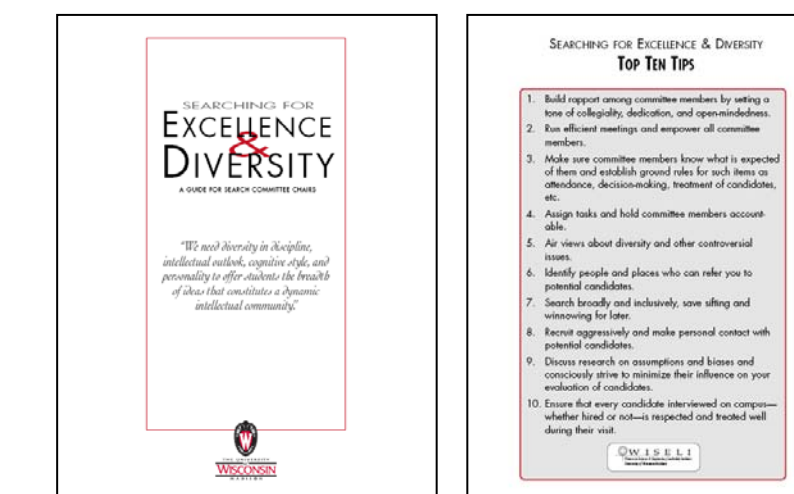
Intended Purpose
To be used as a tool within a search committee to openly discuss the issues of unconscious biases and assumptions so that all committee members can be aware of their presence and be on alert so that their impact might be lessened.

Searching for Excellence & Diversity: A Guide for Search Committee Chairs

Description
A guidebook outlining the "5 Essential Elements of a Successful Search." Includes specific advice and best practices for faculty search committees.

Intended Audience
Faculty search committee chairs and members.

Intended Purpose
To be used within a workshop or training session for faculty search committee chairs and members.



Hiring Dual-Career Couples: Promises, Pitfalls, and Best Practices

Description
Tips, advice, and best practices for hiring faculty members who have a spouse/partner who also needs a job (whether faculty or not.) Advice for different types of institutions and different types of partner hires will be included.

Intended Audience
Faculty search committee chairs, department chairs, deans, and central administrative staff.

Intended Purpose
To be used within a workshop or training session for faculty search committee chairs and members, or to provide to upper-level administrators who design and implement campus-wide dual-career hiring policies.

In Development
(Coming 2010)

Advancement of Women



Advancing Your Career Through Awards and Recognitions

Description
This brochure outlines the reasons why women faculty should pursue important awards and honors in their fields, and provides advice about how to position themselves to receive nominations and awards.

Intended Audience
Women faculty and staff in the sciences and engineering.

Intended Purpose
To be used within leadership development workshops or educational sessions for women faculty, or by mentors of women faculty.

Achieving Tenure: A Guide for Women and Minorities

Description
Women and minority assistant professors may not have access to the kinds of informal networks and mentoring that allow them to fully reach their potential. In this brochure, we summarize the existing advice and research literature as it related to the tenure process for underrepresented persons.

Intended Audience
Untenured faculty who are underrepresented in their fields.

Intended Purpose
To be used within workshops or educational sessions about the tenure process, and/or by mentors of women and/or minority junior faculty.

In Development
(Coming 2010)

Evaluating Candidates for Tenure: Research on Bias and Assumptions

Description
This brochure draws on social psychological literature, advice literature, and the work of ADVANCE Institutional Transformation programs to provide advice for reviewers of tenure dossiers. A section offering advice for how to fairly evaluate cases of faculty who have extended their tenure clocks is included.

Intended Audience
Department chairs, deans, chairs of faculty tenure evaluation committees, and members of these committees.

Intended Purpose
To be used within workshops or educational sessions for members of tenure evaluation committees.

In Development
(Coming 2010)

How to Obtain Resources?

- Visit our website at: <http://wiseli.engr.wisc.edu>
- Select the "Online Bookstore" icon
- Order materials at cost via credit card or invoice, or download the PDF for free!