



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

# Sustaining the ADVANCE Program at the University of Wisconsin-Madison

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Georgia Institute of Technology



**OFFICE OF THE PROVOST**



# University of Wisconsin-Madison

(2002-03 data)



- 41,588 Students
- 8,916 Degrees Awarded
  - 6,004 Bachelors
  - 1,960 Masters
  - 653 Ph.D.
  - 655 Professional
- 16,032 Faculty and Staff FTE
  - 2,060 Faculty
  - 1,372 Instructional Academic Staff
  - 4,503 Other Academic Staff
- Over 125 academic departments, with approx. 250 degree or certificate programs
- \$ 602.7 Million in Total Research Expenditures
- Long institutional history of shared governance





# UW-Madison Strategic Plans

## ■ **Campus Strategic Plan**

- Promote Research
- Advance Learning
- Amplify the Wisconsin Idea
- Accelerate Internationalization
- Nurture Human Resources

## ■ **Diversity Plan** (selected goals)

- Increase diversity of faculty, academic staff, classified staff, and administrators
- Foster institutional environments that respect diversity
- Improve accountability





# ADVANCE/WISELI Goals & Strategies

- The long-term goal of WISELI is to have the gender of the faculty, chairs and deans reflect the gender of the student body
- To accomplish these goals, WISELI will be a visible, campus-wide entity, endorsed by top-level administrators, which will use UW-Madison as a “**living laboratory**” to study the problem and implement solutions





# ADVANCE/WISELI Goals & Strategies

- WISELI is undertaking initiatives to address:
  - Gender equity of resource allocation
  - Improvement of workplace interactions among faculty, staff, and students
  - Enhanced work/life programs and benefits
  - Increased networks, visibility, and professional development of women faculty and staff in the sciences & engineering





# Sustaining ADVANCE—GOALS

- Intersections of WISELI goals/strategies with campus plans:
  - Diversifying the faculty
  - Improving campus climate
  - Improving work/life balance
  - Fostering research by increasing networks, mentoring for women
  - Evaluation of existing campus programs increases accountability





## Sustaining WISELI—Initiatives

- Embed/merge WISELI activities within existing campus programs
  - Campus Climate and Diversity Initiatives
  - Graduate School Seminar Series
  - Graduate School Research Funding
  - Office of Campus Childcare
  - Committee on Women in the University
  - More!

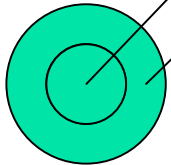




# Sustaining WISELI—Initiatives

## Campus Climate and Diversity Initiatives & WISELI

- *Offer Training & Development*
  - Climate workshops for department chairs
  - Workshops for chairs of hiring committees



WISELI climate workshops for department chairs in Biol. & Phys. Sciences  
Campus-wide climate workshops for all department chairs







# Sustaining WISELI—Initiatives

## ■ Graduate School

- Graduate School Seminar Series
- Graduate School Research Funding

## ■ WISELI

- Workshops on building effective research teams
- Life Cycle Research Grant Program





# ADVANCE at UW-Madison will succeed because.....

- Campus strategic plan, Diversity Plan, & ADVANCE/WISELI share goals
- Campus is actively working to collaborate and infuse WISELI initiatives into existing programs, and vice versa
- Campus leaders share WISELI goals





# ADVANCE at UW-Madison will succeed because.....

- **Campus structures to ensure progress & sustainability of efforts**
  - Office of Academic Planning & Analysis
  - Associate Vice Chancellor for Climate and Diversity
  - Equity & Diversity Committees/Equity & Diversity Resource Center
  - Committee on Women in the University
  - Make WISELI permanent?
- **Strong shared governance participation promotes change**





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