Sustaining the ADVANCE Program at the University of Wisconsin-Madison

Peter D. Spear
Provost and Vice Chancellor for Academic Affairs

NSF ADVANCE National Conference
April 21, 2004
Georgia Institute of Technology
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
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
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.
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