UW-Madison Background

- Long-standing tradition of promoting women in science & engineering
- Powerful Committee on Women, founded 1991
- Data-driven Chancellor who is sensitive to equity issues
- Strong infrastructure of evaluation already in place
  - LEAD Center
  - Office of Budget, Planning and Analysis
Women in Science & Engineering Leadership Institute (WISELI)

- Mount new initiatives that fill gaps in UW-Madison’s environment
- Evaluate impact of both old and new initiatives
- Develop a visible presence on campus
- Disseminate best-practices
WISELI People

- **Co-Directors**
  - Molly Carnes, Prof. of Medicine
  - Jo Handelsman, Prof. of Plant Pathology

- **Research Director**
  - Jennifer Sheridan, Ph.D., Sociology

- **Leadership Team**
  - Plant Pathology, Industrial Engineering, Physics, Mechanical Engineering, English/Linguistics, Program Evaluation, Sociology, Ob/Gyn, Ed. Policy Studies, Biology, Electrical & Computer Engineering, Chemistry
WISELI People

- **Internal Advisor**
  - Linda Greene, Associate Vice Chancellor for Faculty and Staff Programs

- **External Advisory Team**
  - Denice Denton (University of Washington)
  - Sue Rosser (Georgia Tech)
  - Joan King (Tufts)
  - Charlotte Kuh (National Research Council)
  - Sally Kohlstedt (University of Minnesota)

- **Administrative Partners**

- **Affiliates**
WISELI Initiatives

- Resources
- Workplace Interactions
- Life-Career Interface
- Professional/personal Development, Leadership, Visibility
- Overarching
WISELI Initiatives:
Resources

- Resource study (new)
- Pay equity study (existing)
WISELI Initiatives: Workplace Interactions

- Provost’s climate initiative (existing)
- Sexual harassment information sessions (existing)
- Workshops for deans and department chairs (new)
- Laboratory management workshop (new)
- Training of hiring committee chairs (new)
WISELI Initiatives: Life-Career Interface

- Tenure clock extensions (existing)
- Dual-career couples (existing)
- Campus child care (existing)
- Split appointments (existing)
- Time stretcher service (new)
- Life cycle research grants (new)
WISELI Initiatives:
Development, Leadership, Visibility

- WISE Dorms (existing)
- Women faculty mentoring program (existing)
- “Celebrating Women in Science & Engineering Symposia” (new)
  - Grant program
  - WISELI seminar
- Endowed professorships for women (new)
WISELI Initiatives:
Development, Leadership, Visibility

- Leadership development and/or tenure-track conversion of non-tenure-track women (new)
- Leadership development/mentoring for senior women (new)
- Networks, promote communication, increase visibility (new)
- Cluster hire initiative (new)
WISELI Initiatives:
Overarching

- Committee on Women in the University (existing)

- WISELI (new)
  - Leadership programs and national workshops (new)

- Video documentation of institutional transformation (new)

- Evaluation/research (new)
WISELI Evaluation Plan

- Town hall meetings
  - Prioritize Initiatives
  - Introduce WISELI
- Personal interviews
  - 40 women
  - Repeat in year 5
- Climate survey
  - All faculty and staff (male and female) in sciences & engineering
  - Repeat in year 5
WISELI Evaluation Plan

- Resource study
- Ethnographic study
- Discourse analysis
- Hiring committee experiment
- Annual “issue studies”