

Problem

Hiring Process

Women are under-represented in science and engineering faculties.

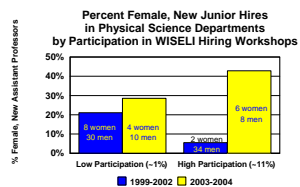
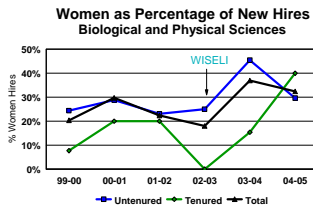
Solution

Workshops for Search Committees

Rely on social science literature to raise awareness of unconscious biases and assumptions and their influence on evaluation of candidates.

Outcomes

- Trained approximately 75 search committee members in 2004/05.
- Participants reported the process to be useful and would recommend it to others.



NOTE: Participation percentages are calculated as % of all faculty within selected departments

Institutionalization

Some campus units now **require** workshop attendance. Created a "train the trainers" workshop to export this training to other Wisconsin universities and colleges.

Problem

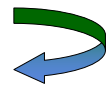
Work/Life Balance

Women faculty are more likely to experience difficulties balancing their personal and professional lives early in their academic careers when they face critical career junctures such as tenure decisions.

Solution

Life Cycle Research Grant Program

Provide funds for faculty members who experience a personal life crisis at a critical career juncture.



An effective recruitment tool

A means of improving climate



Outcomes

The life event certainly affected my productivity [and] my ability to get grants, . . . but now . . . people in my field are now recognizing that my lab's up and running, and I'm publishing . . . I think the grant helped me realign by being able to get the paper out, showing that yes, I'm publishing."

"This is a completely different mechanism . . . It's a crisis line, a lifeline, a life raft."

"Without these funds, I would have had to let the key person in my lab go . . . she was essentially managing the lab when I was recovering. Its very hard to exaggerate how much this support meant to me."

"Every other grant "is about . . . scientific merit, but behind the scientific merit is a person. A person has a life and that life can change . . . If I hadn't gone through this, I would not think that [this type of grant is] necessary."

- 20 applications received and 9 awards made in 2002-2004 (awards average \$31,000).
- Graduate School and Office of the Provost contributed to pilot program.
- Fosters a campus culture that recognizes the influence of personal life on professional careers.
- Provides both monetary and psychological support to faculty.
- Received extremely positive evaluations from grant recipients.

Institutionalization

Received commitment of \$310,000 annually from the Vilas Trust for permanent funding of this program, now named the Vilas Life Cycle Professorships.

Problem

Departmental Climate

Women faculty are more likely than men faculty to feel excluded and isolated in their departments.

Solution

Workshops for Department Chairs

A confidential departmental climate survey forms the basis for exploring, discussing and improving climate in participating Chairs' departments.

Outcomes

The climate for women in my department is good

Group	% Agree Strongly or Somewhat
Women Faculty	~75%
Men Faculty	~90%
Dept. Chairs	~90%

* Significant t-test between women and men faculty at $p < .05$.
† Significant t-test between dept. chairs and all other faculty at $p < .05$.

- 21 department chairs participated
- Over 1,100 department members responded with an average response rate of 60%.
- Most chairs are surprised to learn that they perceive departmental climate differently from other faculty, especially women faculty.
- Chairs find the workshops useful and illuminating, and appreciate obtaining data *on their own departments*.

Institutionalization

Recruiting past participants as new facilitators; negotiating for resources to perpetuate the program.