NSF ADVANCE at the University of Wisconsin-Madison: Three Success Stories

**Problem**

**Hiring Process**
Women are under-represented in science and engineering faculties.

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

**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**

**Workshops for Search Committees**
Rely on social science literature to raise awareness of unconscious biases and assumptions and their influence on evaluation of candidates.

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

**Outcomes**

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

- Work/Life Balance
  - Women as Percentage of New Hires
  - Women as Percentage of New Hires in Biological and Physical Sciences
  - Women as Percentage of New Hires in Physical Science Departments by Participation in WISELI Hiring Workshops

- Percent Female, New Junior Hires in Physical Science Departments

**Problem**

**Life Cycle Research Grant Program**
Provides funds for faculty members who experience a personal life crisis at a critical career juncture.

**Solution**

- An effective recruitment tool
- A means of improving climate

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**Departmental Climate**
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**Solution**

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

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

**Institutionalization**

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

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