



W I S E L I

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

“The University of Wisconsin-Madison is establishing a National Women in Science and Engineering Leadership Institute to gather data, monitor results, and disseminate information on the best practices for advancing women.”

NSF ADVANCE

- “The goal of the ADVANCE program is to increase the participation of women in the scientific and engineering workforce through the increased representation and advancement of women in academic science and engineering careers.”
- “To meet this goal, the FY 01 ADVANCE pilot program provides new award opportunities for both individuals and organizations: Fellows Awards, Institutional Transformation Awards, and Leadership Awards. With each of the three types of ADVANCE awards, NSF seeks to support new approaches to improving the climate for women in U.S. academic institutions and to facilitate women's advancement to the highest ranks of academic leadership.”
- “Institutional Transformation Awards will support academic institutional transformation to promote the increased participation and advancement of women scientists and engineers in academe.”
- 9 Institutional Transformation Awards:
 - –Georgia Institute of Technology
 - –New Mexico State University
 - –University of Washington
 - –University of Puerto Rico, Humacao
 - –University of Colorado, Boulder
 - –University of Michigan
 - –**University of Wisconsin-Madison**
 - –University of California-Irvine
 - –City University of New York-Hunter College
- UW-Madison Award to PIs Jo Handelsman and Molly Carnes is a 5-year, \$3.75 Million award

WISELI Initiatives

Resources:

- Gender Pay Equity Studies
- Examine the patterns of assigning institutional resources for uneven distribution by gender

Workplace Interactions:

- The Provost's UW-Madison Climate Initiative
- Sexual harassment information sessions
- Workshops for deans and department chairs
- Workshops on laboratory management

Life-Career Interface:

- Tenure clock extensions
- Dual-career couples programs
- Campus child care
- Split appointments
- Time-stretcher services
- Life cycle research grants

Development, Leadership, Visibility:

- Pipeline issues (WISE dormitory, CIC connection, etc.)
- Women faculty mentoring program
- Celebrating Women in Science Symposia
- Endowed professorships for women in science
- Study the impact and feasibility of moving outstanding non-tenure track researchers into faculty positions
- Leadership development of non-tenure track women in science and engineering
- Leadership development/mentoring for senior faculty women
- Develop networks, promote communication, increase visibility of women in science and engineering
- Cluster hire

Year 1 Activities

- **Establish WISELI**

- **Housed in College of Engineering**
- **Hire a full-time researcher (Jennifer Sheridan)**

- **Town Hall Meetings**

- **April 2 and April 25**
- **Ask women in science & engineering to prioritize WISELI initiatives**

- **Personal Interviews**

- **40 interviews, 90 minutes in length, women scientists only**
- **Establish baseline—repeat interviews in Year 5**

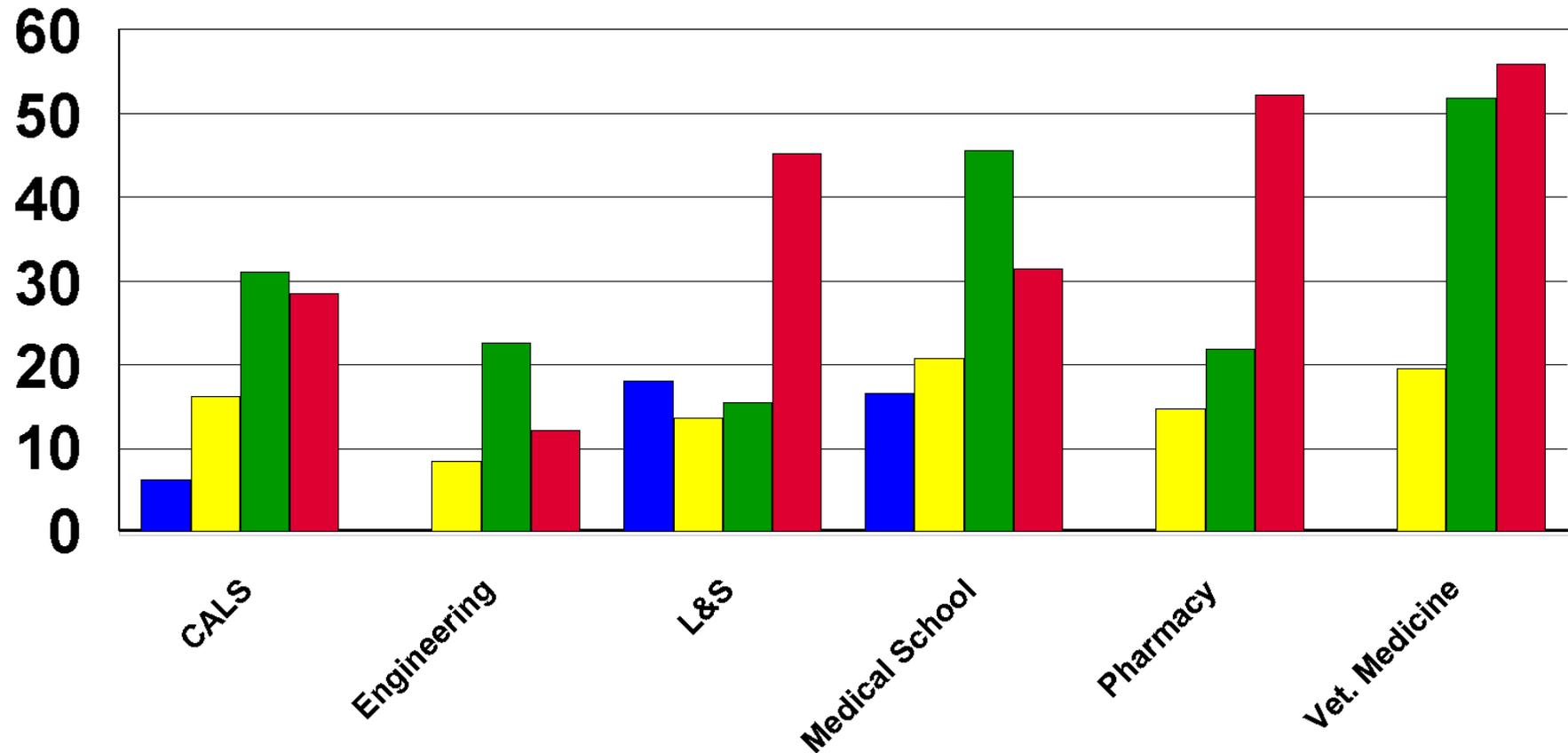
- **Climate Survey**

- **Mail surveys sent to all faculty and staff in sciences and engineering**
- **Establish a baseline; re-survey in Year 5**

- **Study Initiatives**

- **Literature review of each initiative**
- **Evaluation of each initiative**
- **Make recommendations**
- **Monitor success of initiatives**

Percent Female in Science & Engineering Disciplines: Six UW-Madison Schools/Colleges

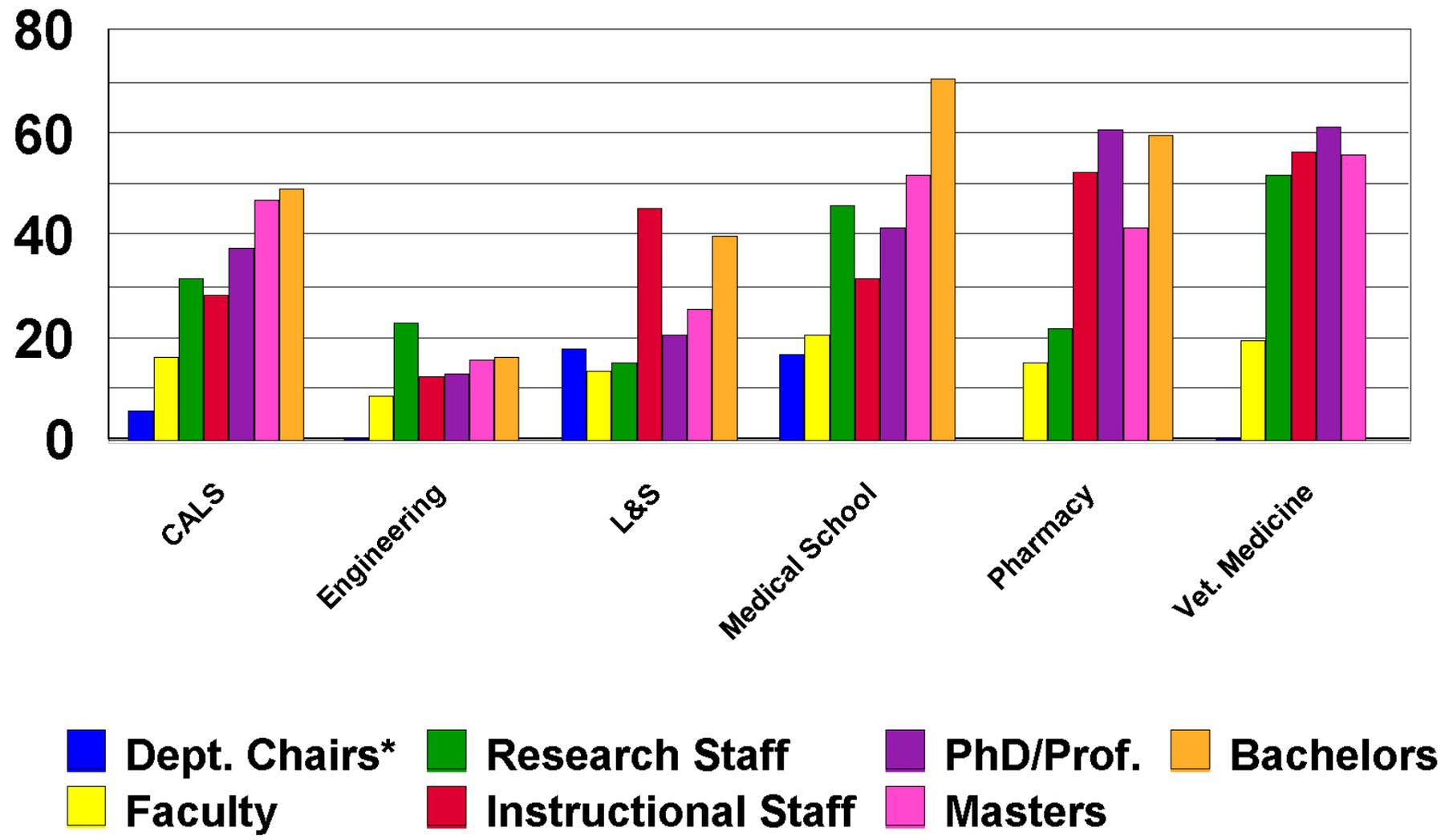


■ Dept. Chairs*
 ■ Faculty
 ■ Research Staff
 ■ Instructional Staff

Source: UW-Madison Office of Budget, Planning and Analysis

* The School of Pharmacy does not have formal departments, and so has no department chairs.

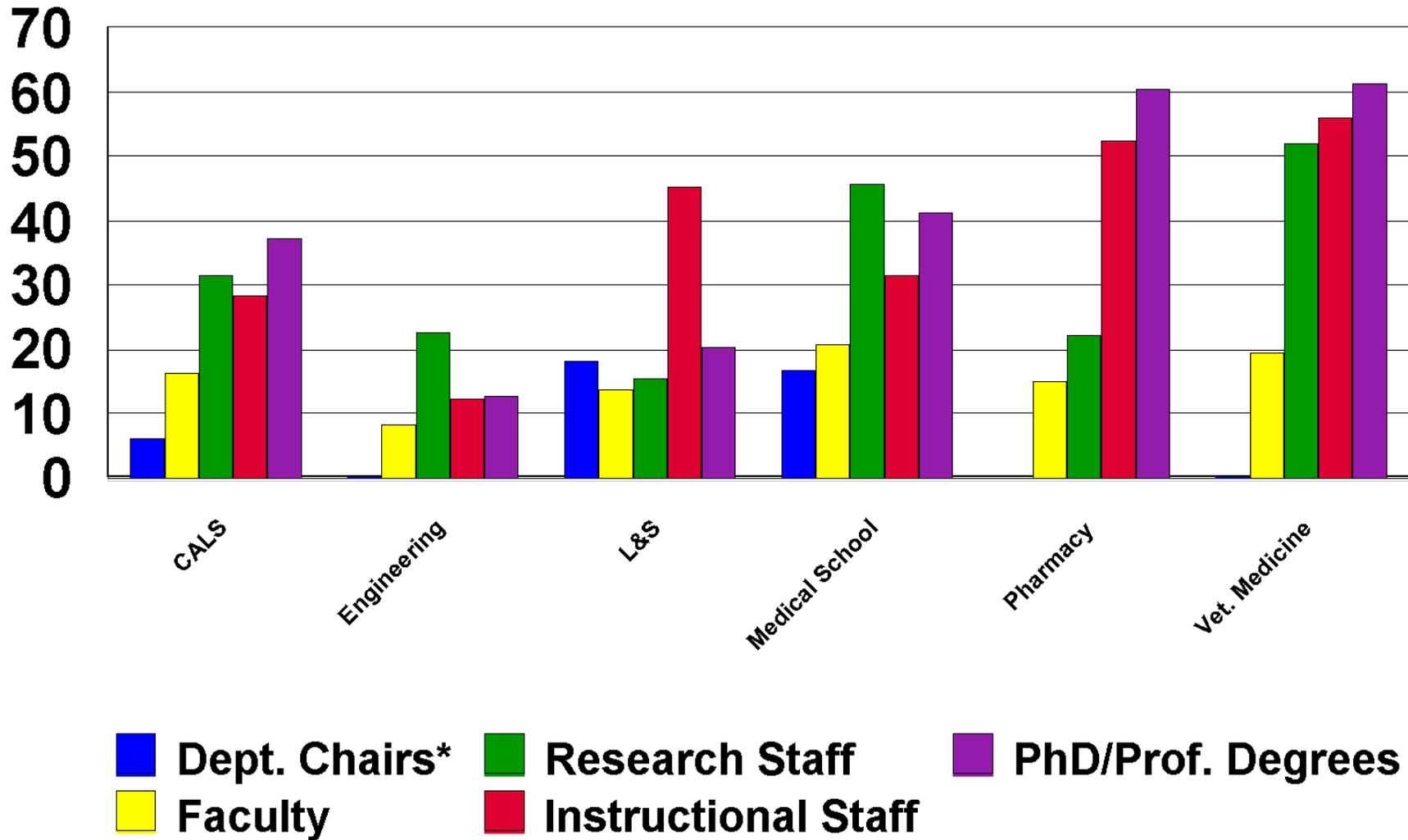
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