



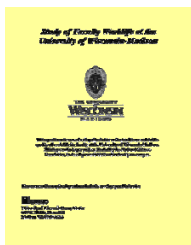
W I S E L I

Women in Science & Engineering Leadership Institute



GOAL: Improve Departmental Climate for Women Faculty and Faculty of Color

Study of Faculty Worklife at UW-Madison Surveys



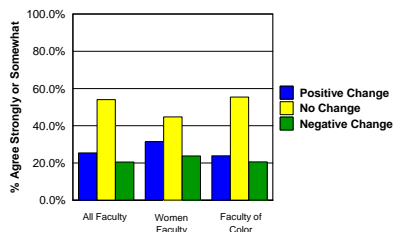
2003
 N=1,338
 Overall Response Rate: 60.2%
 Men: 57.1%, Women: 68.6%
 Men of Color: 48.1%, Women of Color: 71.1%

2006
 N=1,230
 Overall Response Rate: 55.7%
 Men: 52.6%, Women: 63.1%
 Men of Color: 40.2%, Women of Color: 50.0%

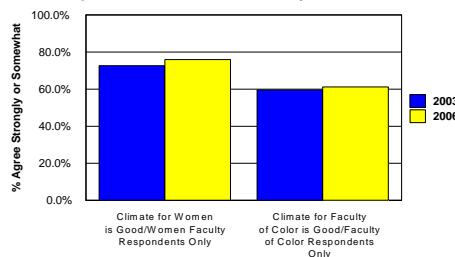


Climate for ME: Improving

Climate Change in Department For Me Personally

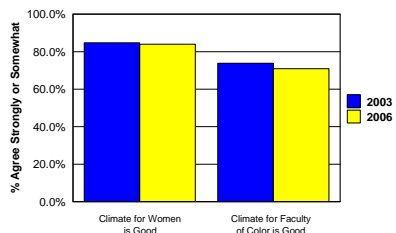


Climate for Women and Faculty of Color Responses of Women and Faculty of Color

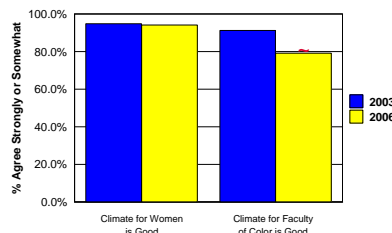


Climate for OTHERS: Declining, or Increased Awareness?

Climate for Women and Faculty of Color Responses of All UW-Madison Faculty

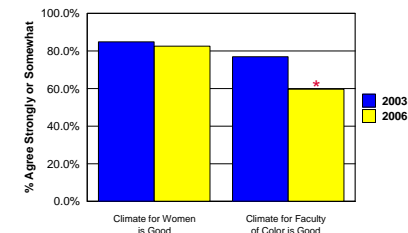


Climate for Women and Faculty of Color Responses of Department Chairs

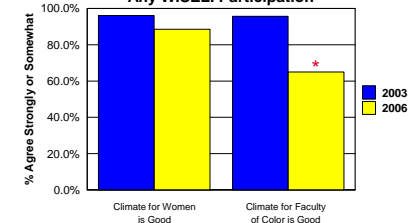


Participation in WISELI Workshops

Climate for Women and Faculty of Color Responses of Hiring Workshop Participants



Climate for Women and Faculty of Color Responses of Department Chairs With Any WISELI Participation



Main Finding

Faculty appear to be revising their opinions about climate experienced by others (especially faculty of color), indicating more realistic perceptions. Faculty who participated in WISELI's workshops are especially likely to have changed their perceptions of the climate experienced by minority groups in their departments between 2003 and 2006.