The goal of the NSF’s ADVANCE Institutional Transformation program is to improve the participation and advancement of women in academic science & engineering.

UW-Madison received an ADVANCE: IT award in the first round:
- 2002 - 2005
- $3.75 Million
- Non-renewable
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
- Perform research to understand issues for women faculty
- Develop a visible presence on campus
- Disseminate current best-practices
Major WISELI Research Projects

- **Study of Faculty Worklife at UW-Madison**
  - All-faculty surveys in 2003 and 2006
- Ethnographic study of gender in a laboratory setting
- Discourse analysis of gendered interactions in meetings
- Exit interviews with women STEM faculty who left UW-Madison
- Analysis of pools and recipients of major campus awards
Major WISELI Programs

- **Searching for Excellence & Diversity**
  - Workshops for chairs of hiring committees at UW-Madison
  - *Implementing Training for Search Committees* workshop for other campuses

- **Enhancing Department Climate: A Chair’s Role**

- **Vilas Life Cycle Professorship Program**

- **Celebrating Women in Science & Engineering Grant Program**
Other WISELI Highlights

- Website and listserv
  - Keep women connected
  - Highlight achievements of women faculty, staff, and students
  - One-stop-shopping for campus programs related to gender equity
- Senior Women meetings
- Promotion of non-tenure-track women to the tenure track
- Individual advocacy
- Increased leadership of women (chairs, deans)
What were the key elements of success?

- Great ideas and inspiring PIs who are *connected*
  - Not too many “cooks”—have one or two strong leaders
  - Providing salary support for faculty PIs was very important; this work can’t be done as an “add-on”
- Strong evaluation component, especially survey data
  - Have social scientists involved
- An evidence-based approach; research on unconscious biases in hiring, climate efforts
- Strong and supportive campus leadership necessary, but not sufficient
- Hiring the right staff
What would we do differently?

- More attention to issues for women faculty of color
- “Leadership Team” should have been designed as an “Advisory Team” from the beginning
- More coordinated efforts to reach rank-and-file male faculty
The climate for women in my department is good

% Agree Strongly or Somewhat

<table>
<thead>
<tr>
<th></th>
<th>Women Faculty</th>
<th>Men Faculty</th>
<th>Dept. Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>*</td>
<td>*</td>
<td>*</td>
</tr>
</tbody>
</table>

* Indicates significant difference
The climate for faculty of color in my department is good

% Agree Strongly or Somewhat

Faculty of Color

Majority Faculty

Dept. Chairs
The climate for women is good
Responses of majority (white) male faculty

% Agree Strongly or Somewhat

2003
2006

Hiring Workshop
No Hiring Workshop
The climate for faculty of color is good
Responses of majority (white) male faculty

% Agree Strongly or Somewhat

2003
2006

Hiring Workshop
No Hiring Workshop

*
What’s next for WISELI?

- **Funding**
  - PAID grant
  - Program revenue
  - Support from campus

- **Continue programs**
  - *Searching for Excellence & Diversity*
  - *Enhancing Department Climate: A Chair’s Role*
  - *Vilas Life Cycle Professorships*
  - *Celebrating Women in Science & Engineering Grants*

- **Continue research**
  - Faculty climate survey
  - Collection of data re: status of women
  - Examination of words and descriptors in chairs’s tenure letters
What’s next for WISELI?

- Leadership turnover
  - Workshop facilitators
  - WISELI co-PIs

- New directions
  - Broader diversity mission
  - New initiatives and research projects
    - Training for PIs
    - Campus-wide exit interview process

- Dissemination of programs, materials, approach