



W I S E L I

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



# ADVANCE

- 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

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- *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

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- *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

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- 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

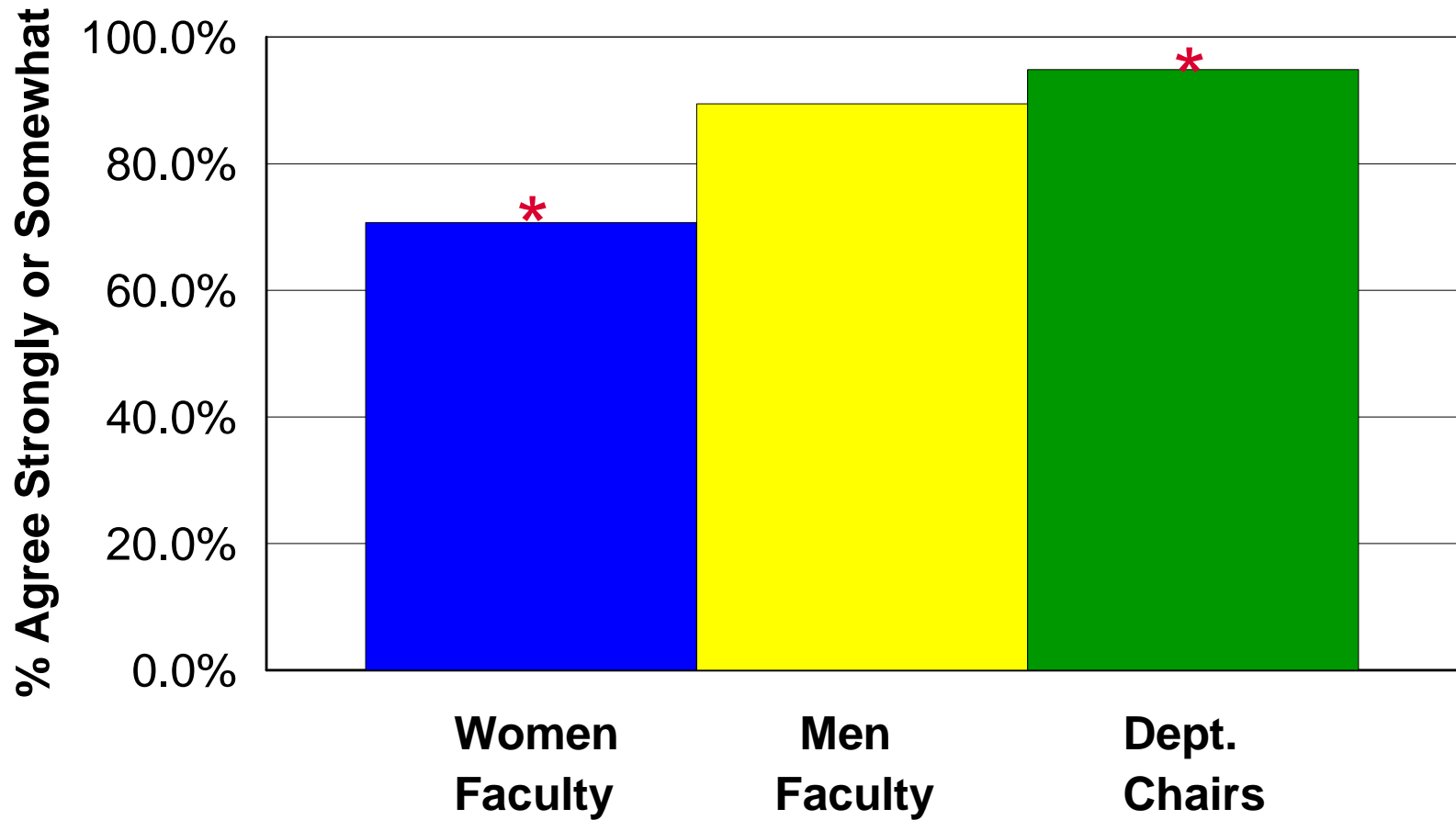


## What would we do differently?

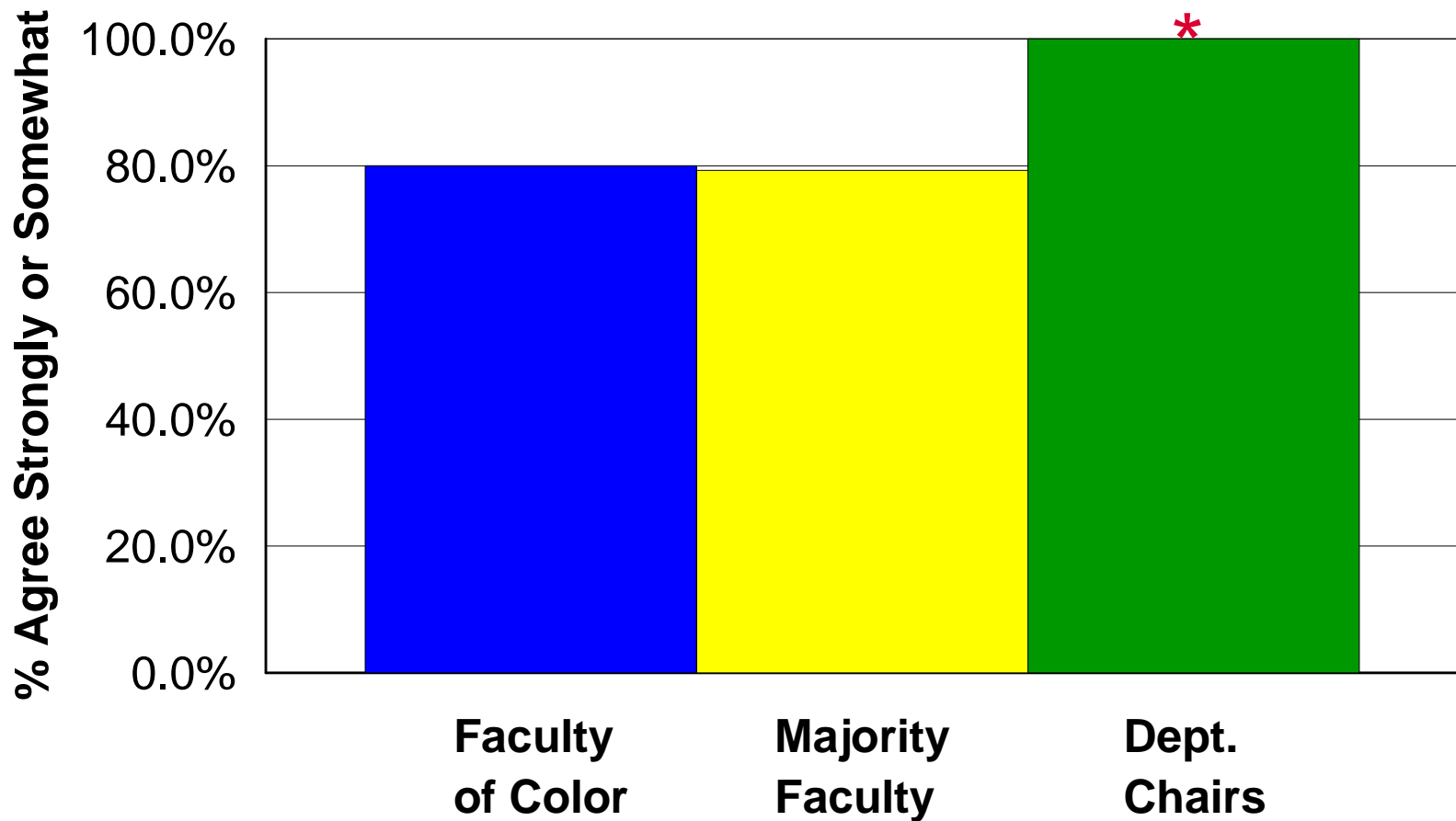
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- More attention to issues for women faculty of color
- “Leadership Team” should have been designed as an “Advisory Team” from the beginning
- More coordinated efforts to reach rank-and-file male faculty

# The climate for women in my department is good

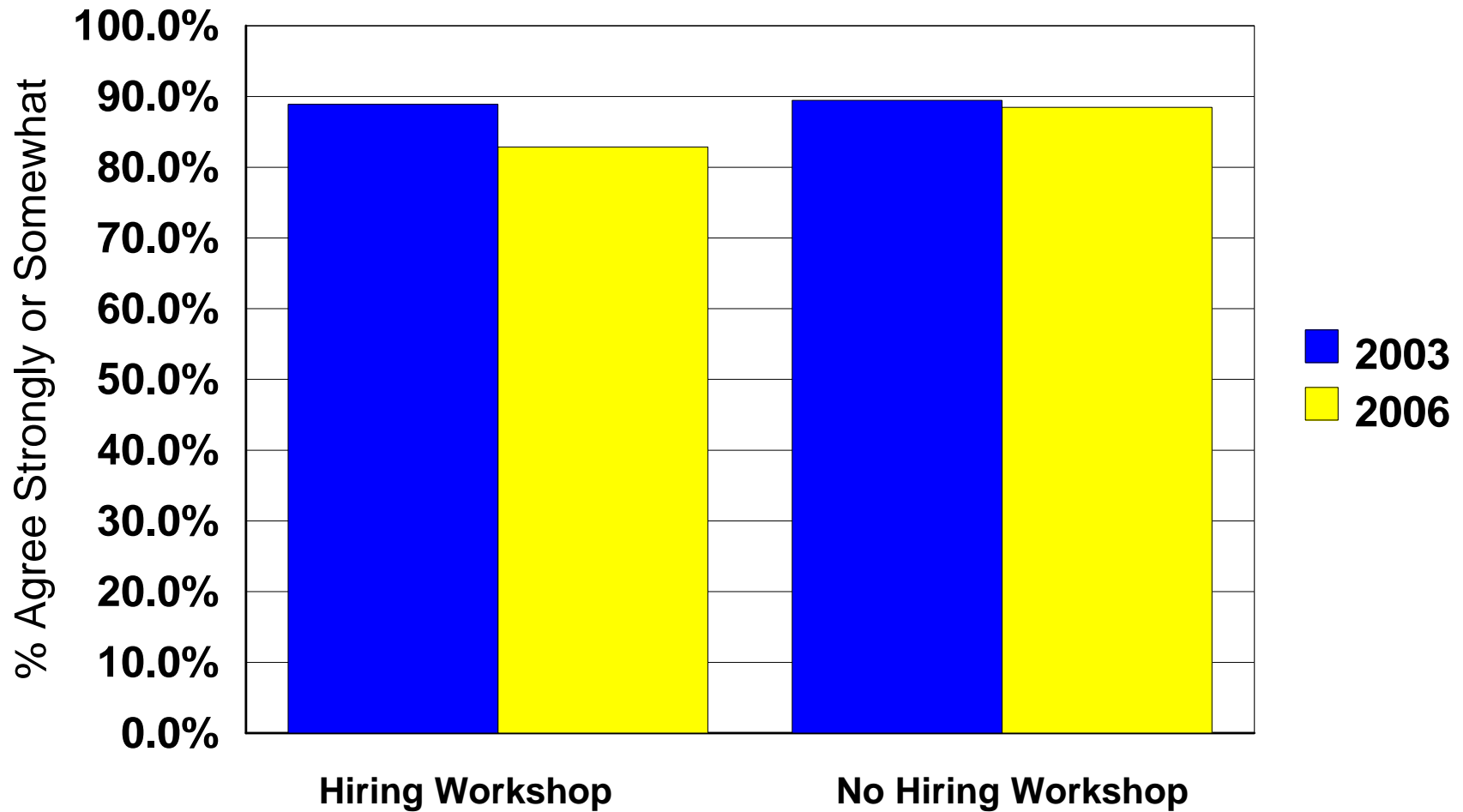


# The climate for faculty of color in my department is good



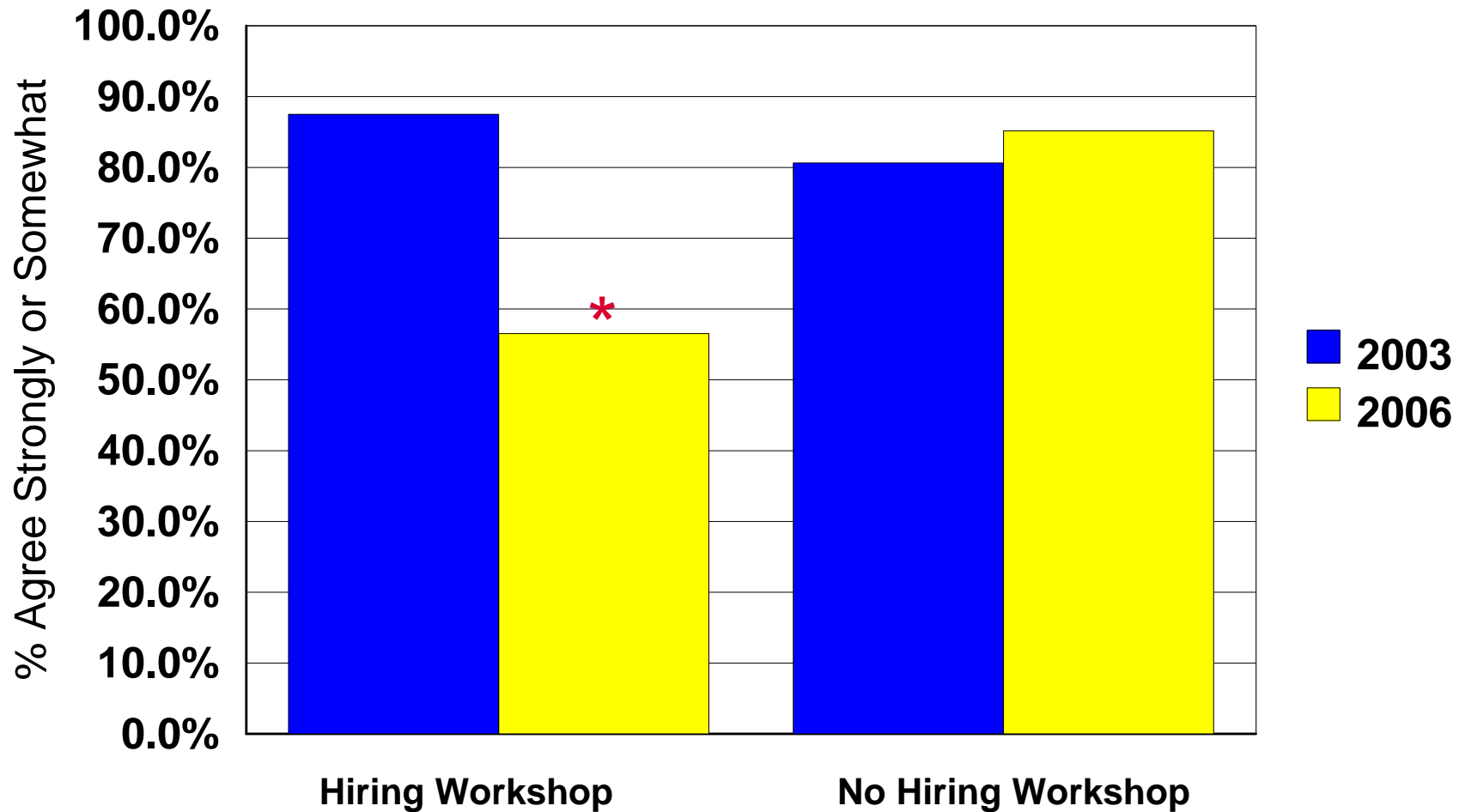
# The climate for women is good

## Responses of majority (white) male faculty



# The climate for faculty of color is good

## Responses of majority (white) male faculty





# What's next for WISELI?

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- 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?

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- 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



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