



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

- *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?

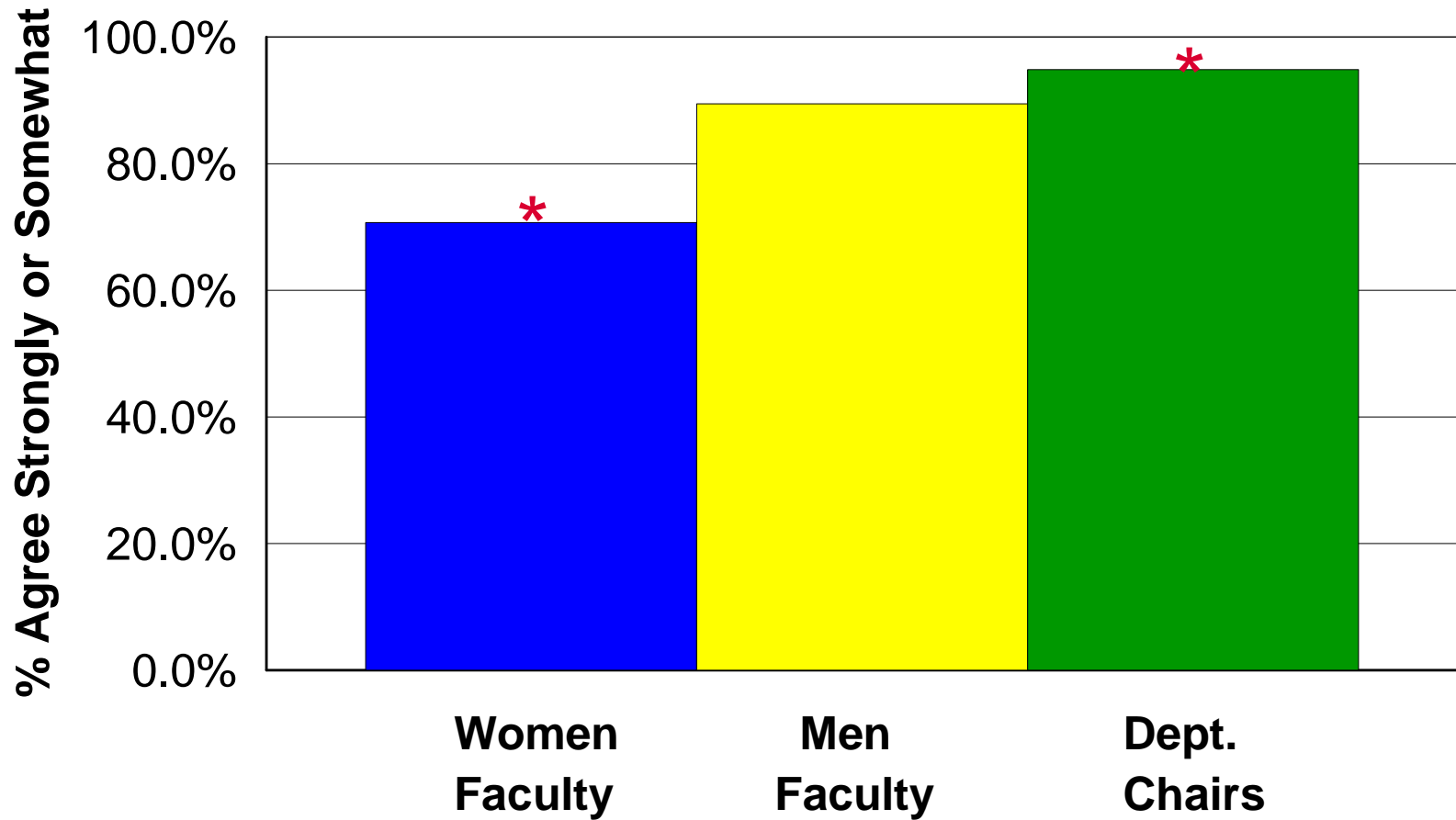
- Great ideas and inspiring PIs who are *connected*
 - Not too many “cooks”—have one or two strong leaders
 - Providing salary support for faculty PIs was very important; this work can’t be done as an “add-on”
- Strong evaluation component, especially survey data
 - Have social scientists involved
- 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



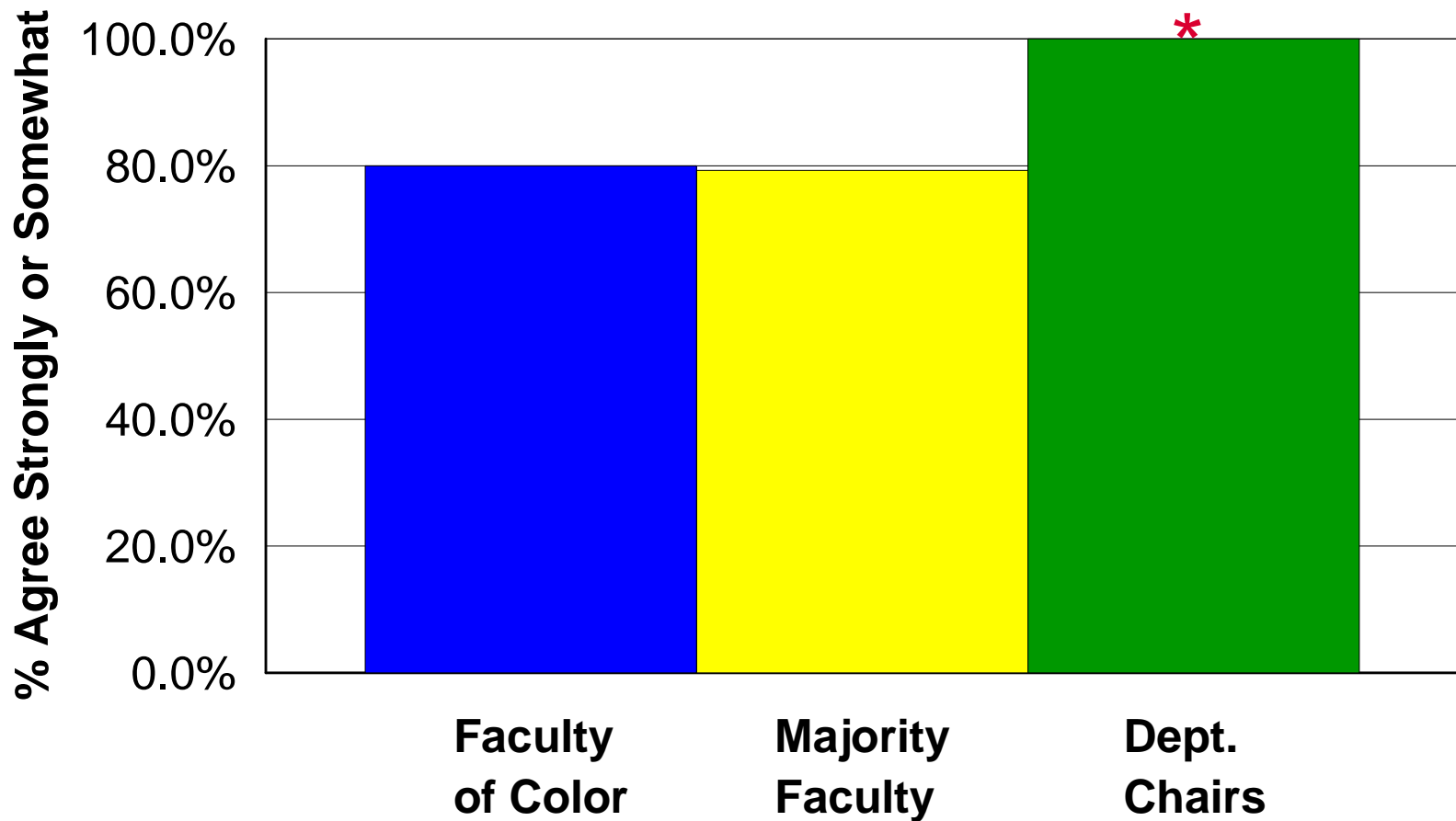
What would we do differently?

- 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

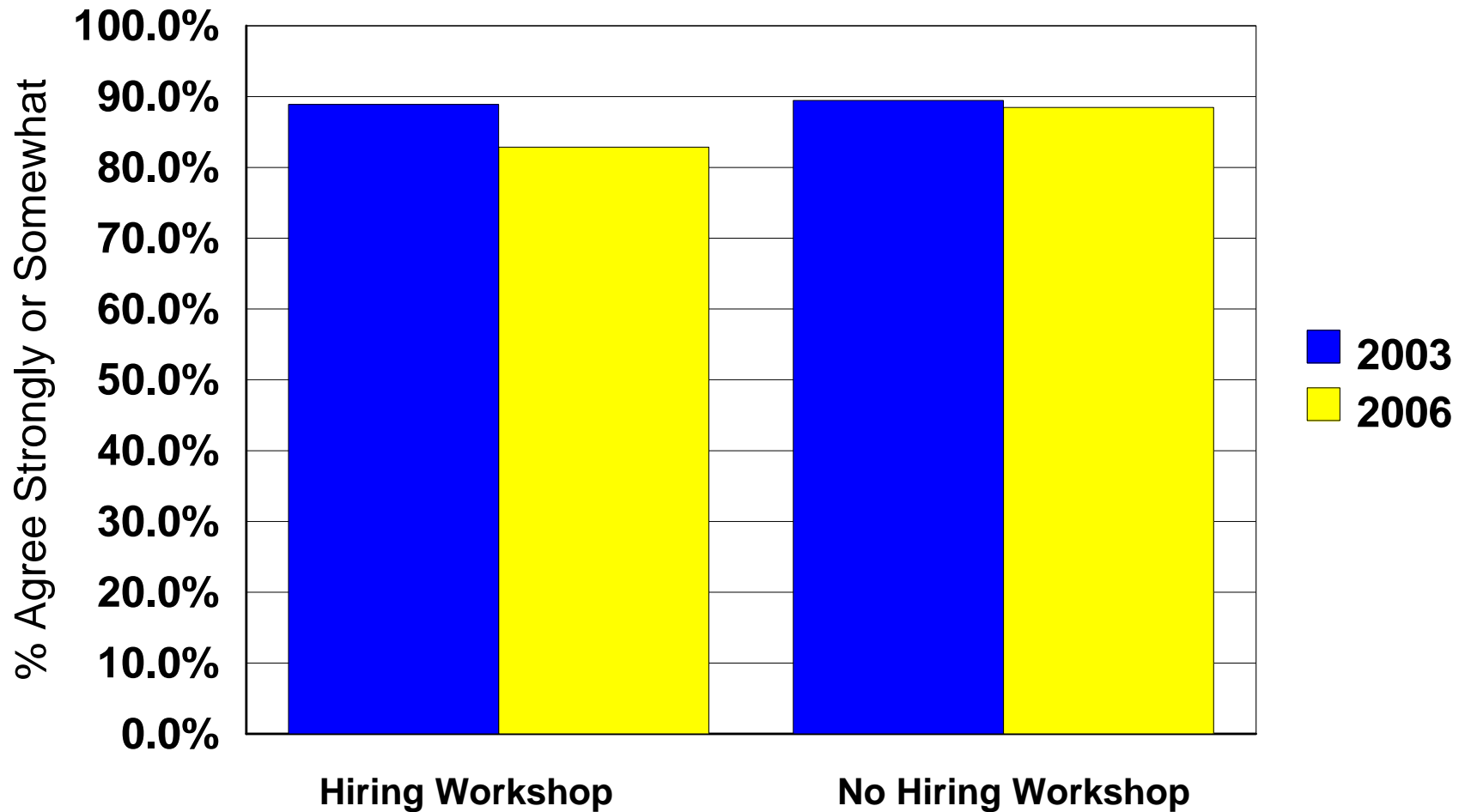


The climate for faculty of color in my department is good



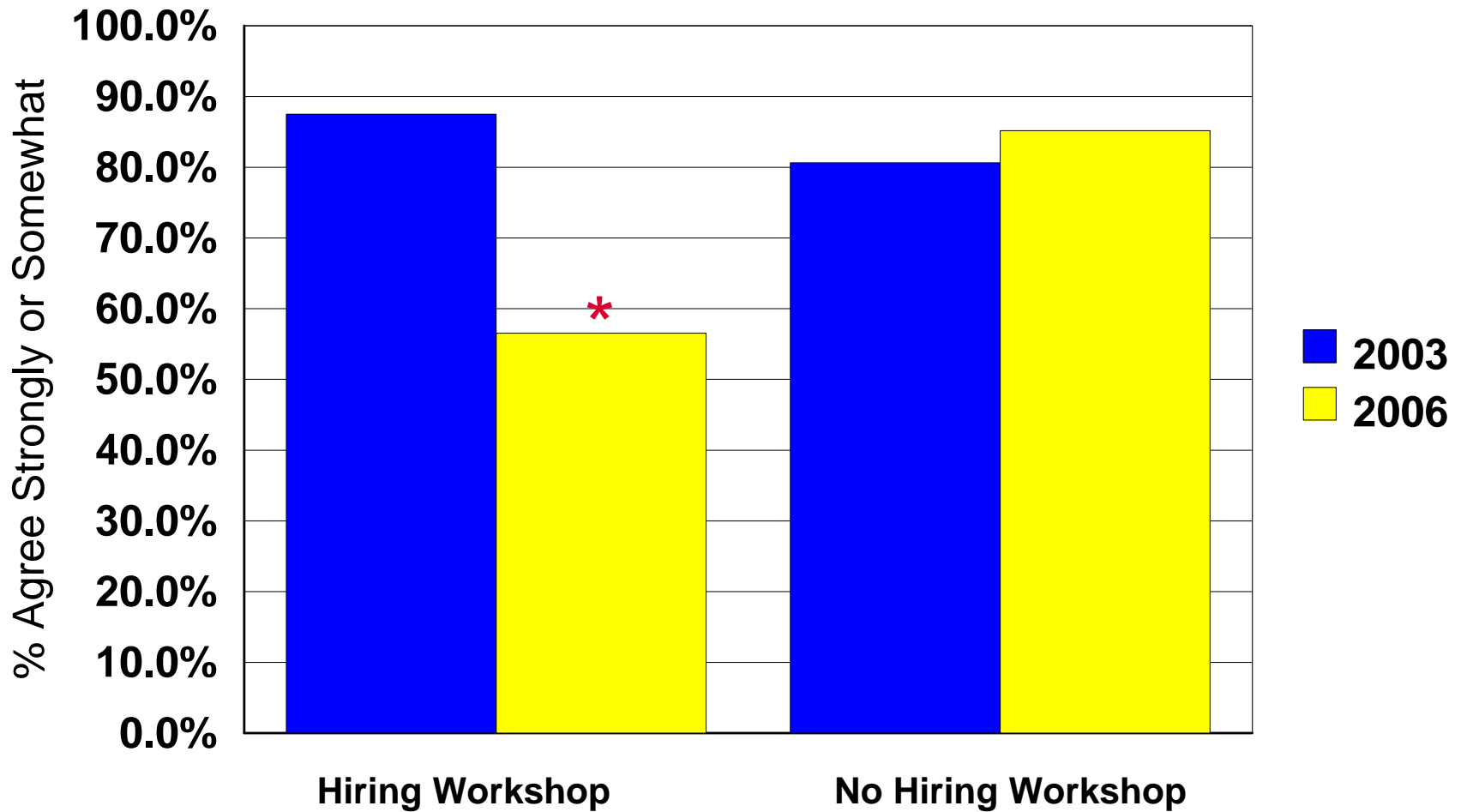
The climate for women is good

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?

- 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



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