Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison
Women in Science & Engineering Leadership Institute (WISELI)

- Research institute formed as a result of ADVANCE grant
  - Campus-wide, visible entity
  - Interdisciplinary
  - Physically located in College of Engineering (deans’ suite)
  - Central coordination of all ADVANCE activities
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
- Develop a visible presence on campus
- Disseminate best-practices
WISELI People

- **Co-Directors**
  - Molly Carnes, Prof. of Medicine
  - Jo Handelsman, Prof. of Plant Pathology

- **Research Director & Executive Director**
  - Jennifer Sheridan, Ph.D., Sociology

- **Staff**
  - Christine Maidl Pribbenow, Ph.D., Educational Administration
  - Eve Fine, Dissertator in History of Science
  - Deveny Benting, B.S. in G.I.S. and Women’s Studies
WISELI People

- **Leadership Team**
  - Plant Pathology, Industrial Engineering, Physics, English/Linguistics, Sociology, Ob/Gyn, Ed. Policy Studies, Biology, Electrical & Computer Engineering, Chemistry

- **Internal Advisor**
  - Linda Greene, Associate Vice Chancellor for Faculty and Staff Programs
WISELI People

- **External Advisory Team**
  - Denice Denton (University of Washington)
  - Sue Rosser (Georgia Tech)
  - Joan King (Tufts)
  - Charlotte Kuh (National Research Council)
  - Sally Kohlstedt (University of Minnesota)

- **Administrative Partners**

- **Affiliates**
WISELI Initiatives

- Resources
- Workplace Interactions
- Life-Career Interface
- Professional/personal Development, Leadership, Visibility
- Overarching
WISELI Initiatives: Resources

- Resource study (new)
- Pay equity study (existing)
WISELI Initiatives: Workplace Interactions

- Provost’s climate initiative (existing)
- Sexual harassment information sessions (existing)
- Workshops for deans and department chairs (new)
- Laboratory management workshop (new)
- Training of hiring committee chairs (new)
Treated With Respect in the Workplace

% Agree Strongly or Somewhat

- Colleagues
- Students
- Staff
- Dept. Chair

Women  Men  Dept. Chairs
Informal Departmental Interactions

% Agree Strongly or Somewhat

Unwritten Rules

- Excluded
- Work Not Recognized

Women | Men | Dept. Chairs

Excluded:
- Women: [Value]
- Men: [Value]
- Dept. Chairs: [Value]

Work Not Recognized:  
- Women: [Value]
- Men: [Value]
- Dept. Chairs: [Value]

* Indicates significance.
Isolation and "Fit"

"Fit" in Dept.

Isolated in Dept.

Isolated at UW

% Agree Strongly or Somewhat

Women

Men

Dept. Chairs

* Indicates significant difference.
WISELI Initiatives:
Life-Career Interface

- Tenure clock extensions (existing)
- Dual-career couples (existing)
- Campus child care (existing)
- Split appointments (existing)
- Time stretcher service (new)
- Life cycle research grants (new)
WISELI Initiatives: Development, Leadership, Visibility

- WISE Dorms (existing)
- Women faculty mentoring program (existing)
- “Celebrating Women in Science & Engineering” (new)
  - Grant program
  - WISELI seminar
- Endowed professorships for women (new)
WISELI Initiatives: Development, Leadership, Visibility

- Leadership development and/or tenure-track conversion of non-tenure-track women (new)
- Leadership development/mentoring for senior women (new)
- Networks, promote communication, increase visibility (new)
- Cluster hire initiative (new)
WISELI Initiatives:
Overarching

- Committee on Women in the University (existing)
- WISELI (new)
- Leadership programs and national workshops (new)
- Video documentation of institutional transformation (new)
- Evaluation/research (new)
WISELI Evaluation Plan

- **Town hall meetings**
  - Prioritize Initiatives
  - Introduce WISELI

- **Personal interviews**
  - 40 women
  - Repeat in year 5

- **Climate survey**
  - All faculty (male and female), and selected academic staff titles
  - Repeat in year 5
WISELI Evaluation Plan

- Resource study
- Ethnographic study
- Discourse analysis
- Annual “issue studies”
- Study of Career Choices in Engineering
- NSF Data Collection