



W I S E L I

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



# Women in Science & Engineering Leadership Institute (WISELI)

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- 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)

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- 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

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- **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

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- **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

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## ■ **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

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



# WISELI Initiatives: Resources

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- Resource study (new)
- Pay equity study (existing)



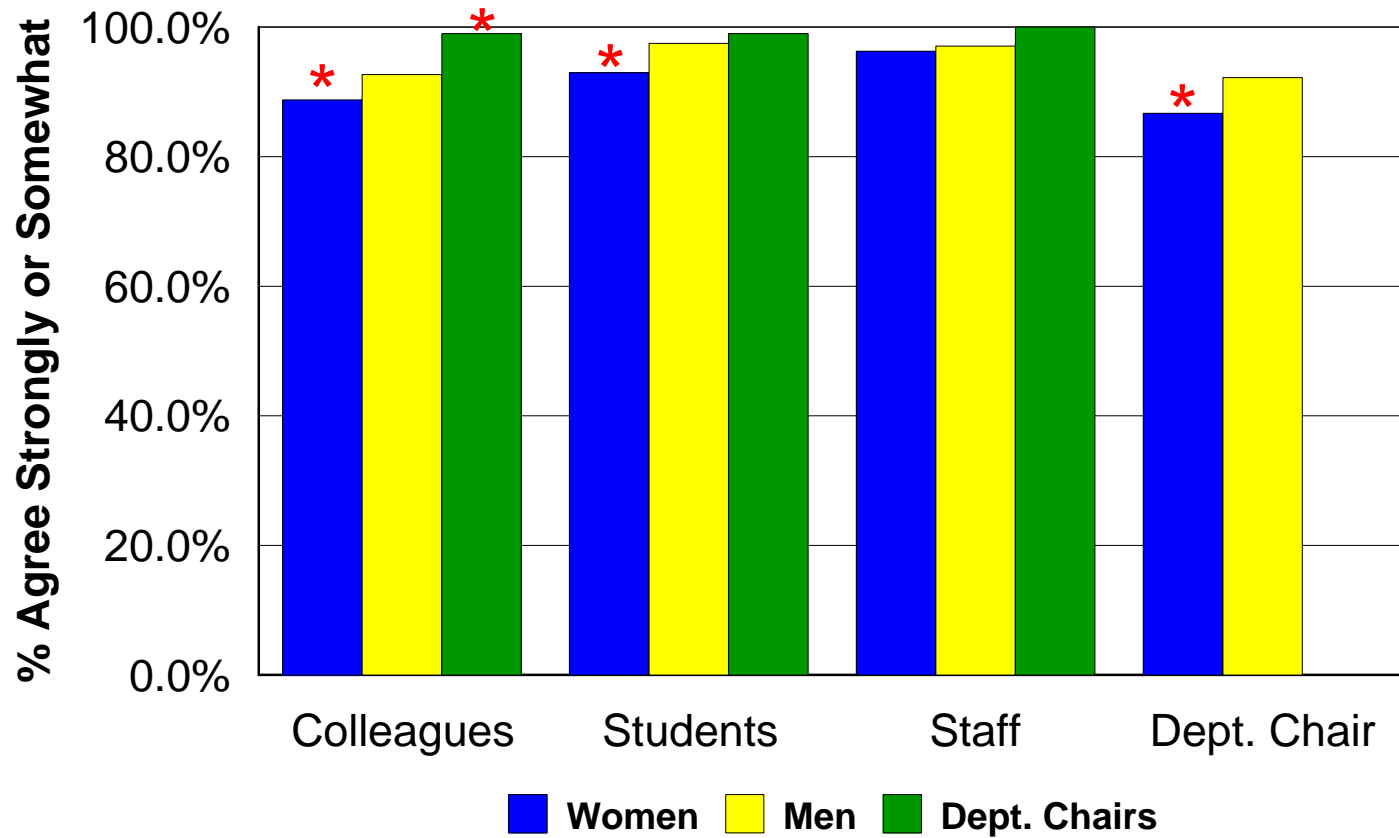


# WISELI Initiatives: Workplace Interactions

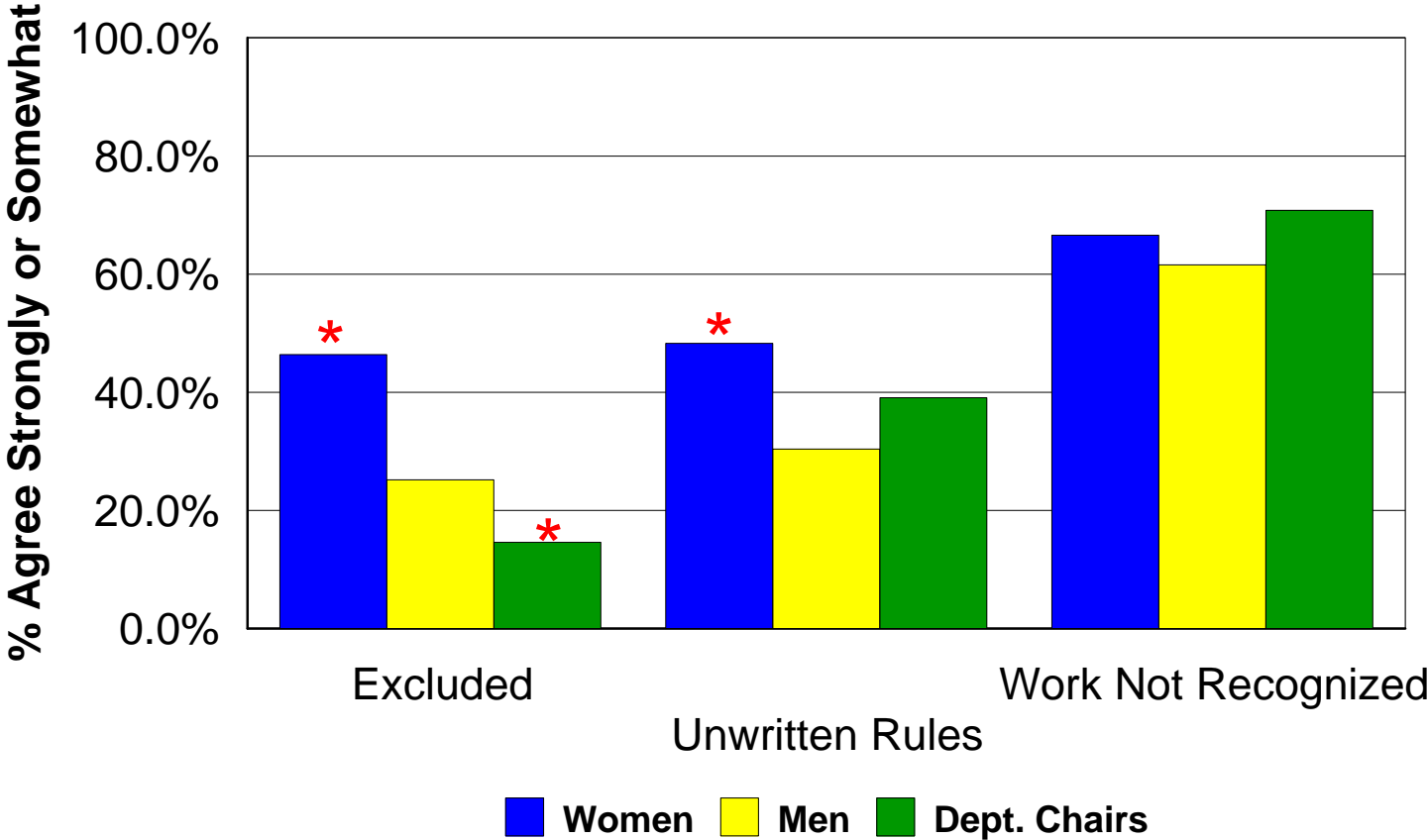
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- Provost's climate initiative (existing)
- Sexual harassment information sessions (existing)
- ★ ■ Workshops for deans and department chairs (new)
- Laboratory management workshop (new)
- ★ ■ Training of hiring committee chairs (new)

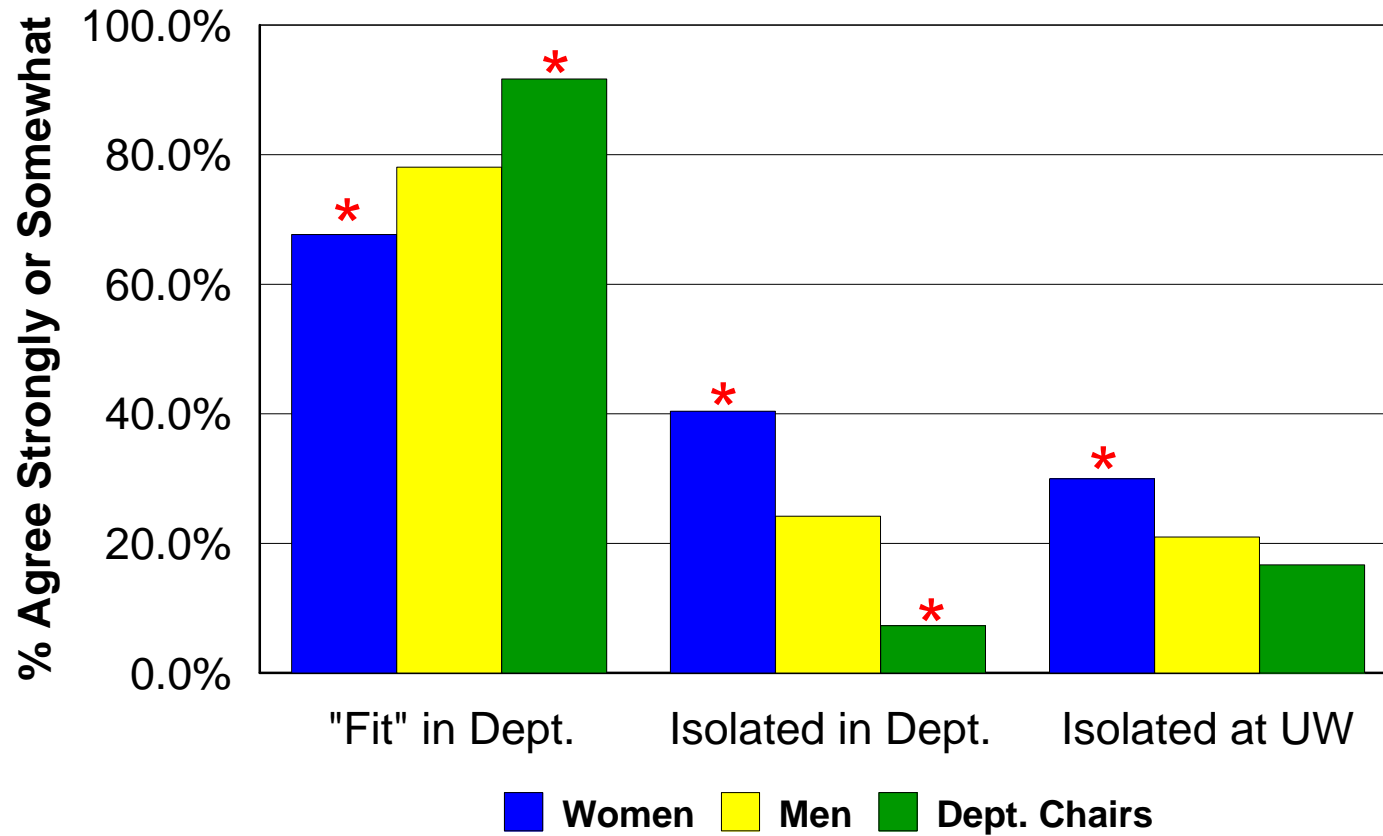
# Treated With Respect in the Workplace



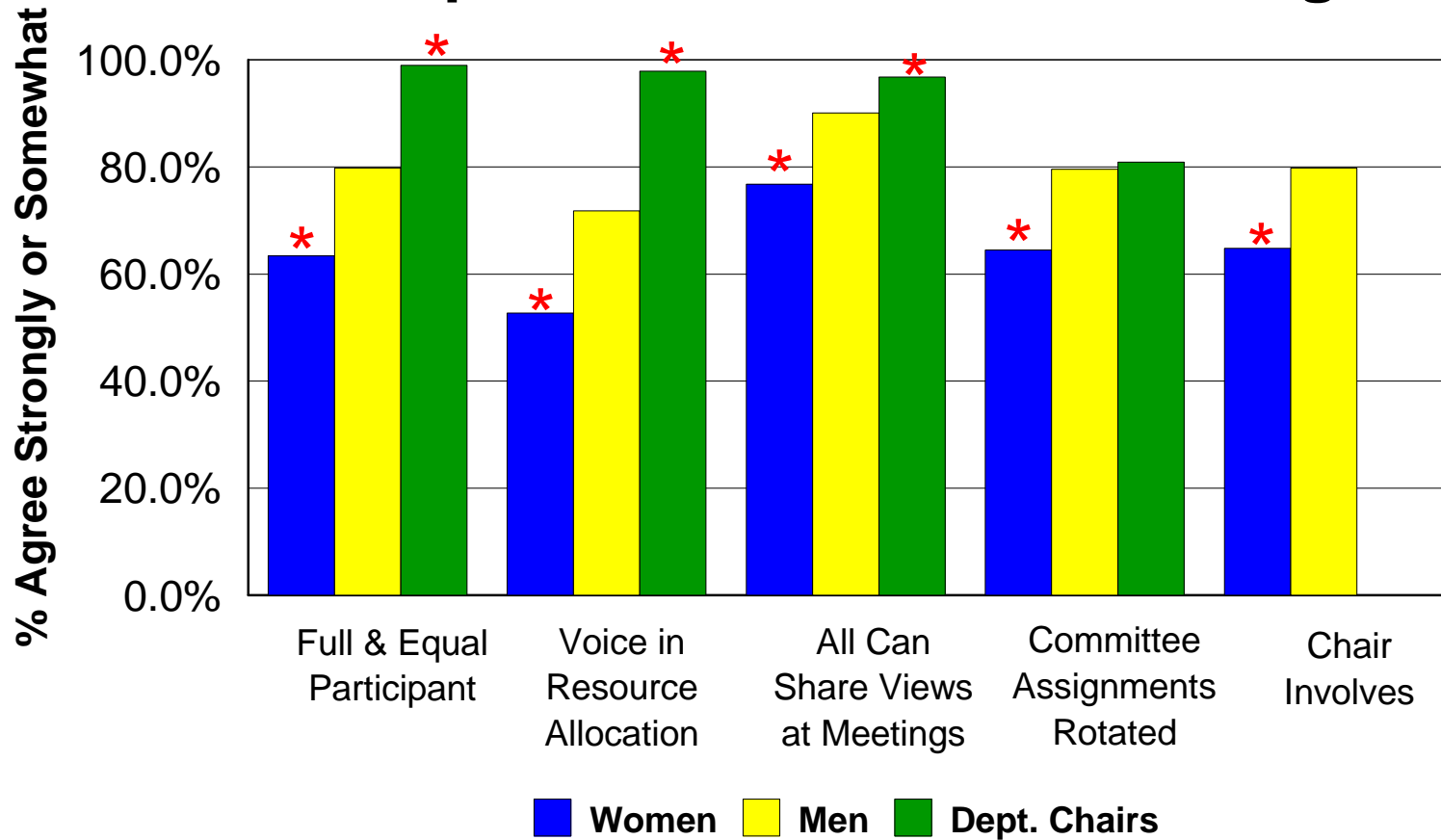
# Informal Departmental Interactions



# Isolation and "Fit"



# Departmental Decision-Making





## WISELI Initiatives: Life-Career Interface

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- 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

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- 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

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- ★ ■ 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

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- 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

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- 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

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



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