



W I S E L I

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

The University of Wisconsin- Madison ADVANCE Program: Progress to Date

Jennifer Sheridan, Molly Carnes, & Jo Handelsman,
University of Wisconsin-Madison

The University of Wisconsin- Madison ADVANCE Program: Research Progress to Date

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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
- *Perform research to better understand the forces affecting women's progress in academic science and engineering*
- 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**

- Jennifer Sheridan, Ph.D., Sociology

■ **Leadership Team**

- Plant Pathology, Industrial Engineering, Physics, Mechanical Engineering, English/Linguistics, Program Evaluation, Sociology, Ob/Gyn, Ed. Policy Studies, Biology, Electrical & Computer Engineering, Chemistry



First Year: Data Collection Efforts

- Town Hall Meetings
- Interviews with women faculty and academic staff
- Survey of faculty and academic staff
- Discourse Analysis
- Ethnographic Study
- Hiring Committee Training Study
- NSF-Mandated Statistics



Town Hall Meetings

- **Purpose**
 - Introduce WISELI
 - Ask women in science & engineering to rank initiatives
- **Methods**
 - Automatic Response System
 - Appreciative Inquiry
 - Ranking
- **Sample**
 - Women faculty and academic staff in biological and physical sciences (and anyone else who wanted to come!)



Interviews with women faculty and academic staff

- Purpose:
 - Inform design of survey
 - Establish baseline against which to compare at end of grant
 - Provide background for ethnographic study
 - Identify future “issue studies”



Interviews with women faculty and academic staff

- Interview protocol:
 - Career path
 - Hiring process
 - Departmental work environment
 - Work/life balance
 - Future goals
 - Role of gender in career



Interviews with women faculty and academic staff

- **Sample**
 - Stratified random sample
 - 26 faculty members
 - 15 academic staff members
 - Interviews completed summer, 2002



Survey of Faculty and Academic Staff

- Purpose:
 - Research on gender differences among faculty and/or academic staff in hiring, promotion, tenure, climate, etc.
 - Identify future “issue studies”
 - Create model of departmental “climate”
 - Evaluate specific existing campus programs
 - Evaluate programs over time



Survey of Faculty and Academic Staff

- Topics covered:
 - Hiring Process
 - Tenure Process (Evaluation and Promotion Process for academic staff)
 - Professional Activities
 - Time allocation
 - Resources
 - Committee & Administrative leadership
 - Satisfaction with UW-Madison
 - UW-Madison Programs and Resources



Survey of Faculty and Academic Staff

- Topics covered (cont'd):
 - Sexual Harassment
 - Balancing Personal and Professional Life
 - Childcare/Eldercare
 - Spouse/Partner's Career
 - Health
 - Diversity Issues at UW-Madison
 - Gender, Race
 - Personal Demographics
 - Includes *department*



Survey of Faculty and Academic Staff

- **Sample**
 - 100% of faculty
 - Provost provided funds to extend sample
 - 62% response rate
 - 50% sample of selected academic staff titles
 - Teaching staff: Faculty Associate and Lecturer
 - Research staff: Scientist and Researcher
 - Clinical staff: Professor (CHS) and Clinical Professor
 - 39% response rate (so far)



Discourse Analysis

- Purpose
 - Uncover gendered use of language in everyday situations
 - Understand how men's and women's differential use of language contributes to differential evaluations of competence
 - Explore the “ignoring my ideas” phenomenon
- Sample
 - Any group of people who meet on a regular basis and agree to be videotaped



Ethnographic Study

■ Purpose

- “Examine the degree to which the organizational structures and divisions of labor within departments, in laboratories, in instructional settings, on grants, and in research collaborations and initiatives, contribute to the production and reproduction of career-impeding gender schemas and hierarchies.”

■ Sample

- Willing departments, chosen on basis of characteristics gleaned from Personal Interviews.



Hiring Committee Training Study

- Purpose
 - Determine whether training chairs of search committees significantly increases the diversity of candidate pools
- Sample
 - Science & engineering faculty searches, matched pair design



NSF-Mandated Statistics

■ Purpose

- Create standard list of gender equity indicators to be collected by all ADVANCE projects
- Change norms within institutions by making these data important (we pay attention to the data we collect)
- Evaluate progress achieved by ADVANCE institutions



NSF-Mandated Statistics

- Topics Covered
 - Numbers/Percentages of Women
 - Department
 - Rank
 - Non-Tenure Line
 - Administrators
 - Endowed/Named Chairs
 - Promotion and Tenure Committees
 - Tenure Promotion Outcomes
 - Years in Rank and Time at Institution



NSF-Mandated Statistics

- Topics Covered (continued):
 - Attrition
 - Salary
 - *Start up packages*
 - *Space*



Watch this space....

- Watch our website for results this fall
 - We will likely delay publication of survey results until after top administrators have a chance to preview the report
- Join our listserv to be notified of the posting of results
 - Instructions on the website

- <http://wiseli.engr.wisc.edu>



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