



W I S E L I

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

Climate Change at the University of Wisconsin-Madison: What changed, and did ADVANCE have an impact?

***Jennifer Sheridan, Christine Pribbenow, Eve Fine, Jo Handelsman, and Molly Carnes***  
*University of Wisconsin-Madison*



# Climate

---

- The atmosphere or ambience of an organization as perceived by its members. An organization's climate is reflected in its structures, policies, and practices; the demographics of its membership; the attitudes and values of its members and leaders; and the quality of personal interactions. (UW-Madison, 2002).



# Climate

---

- Measurement
  - Department vs. University
  - “For me” vs. “For others”
  - Specific elements vs. general climate
- *Study of Faculty Worklife at UW-Madison*
  - 2003: 59.1% response rate
  - 2006: 54.4% response rate

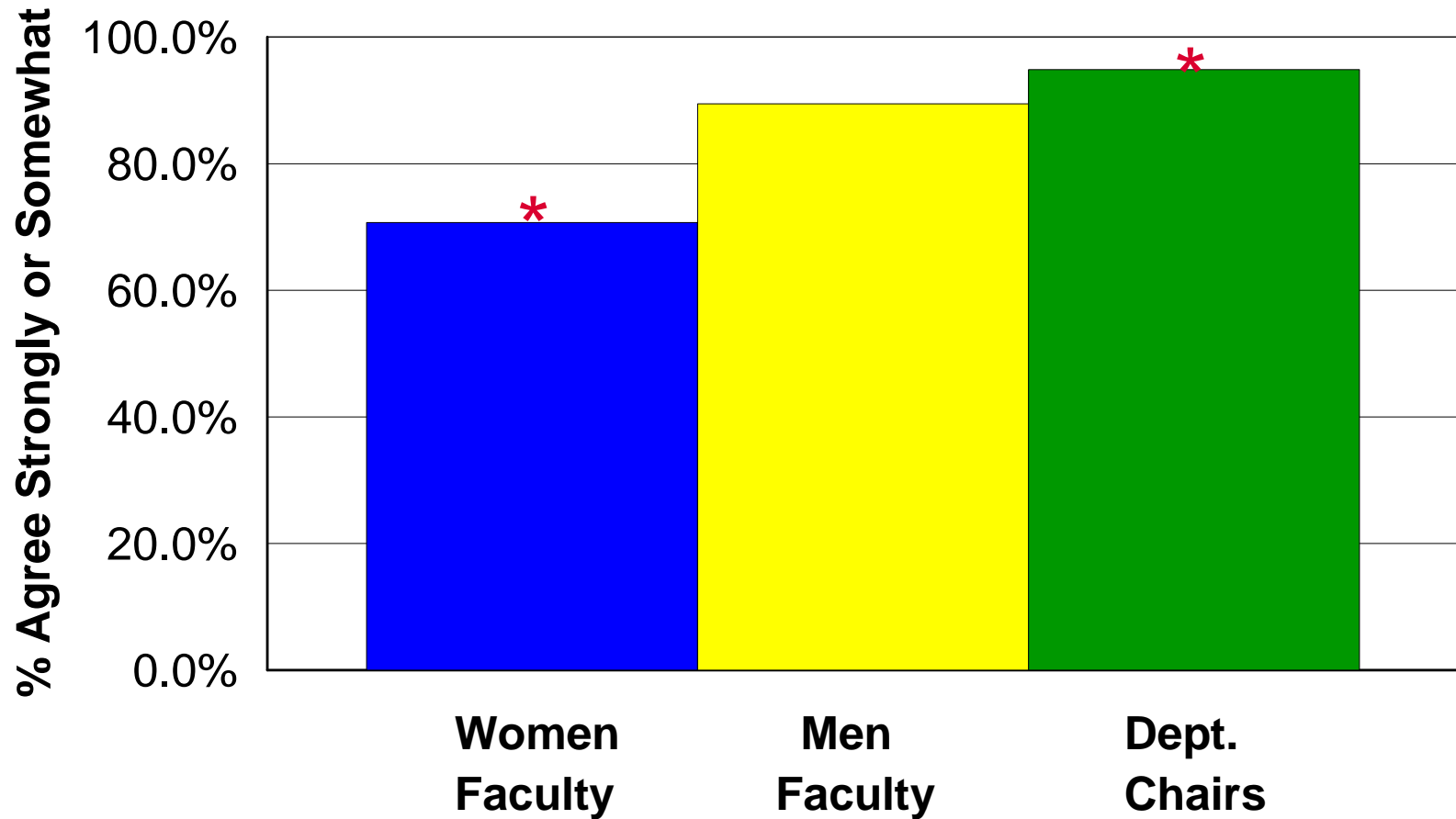


# Climate

---

- “The climate for women in my department is good”
  - Women vs. men
  - Department chairs vs. others

**Figure 1. The climate for women in my department is good**



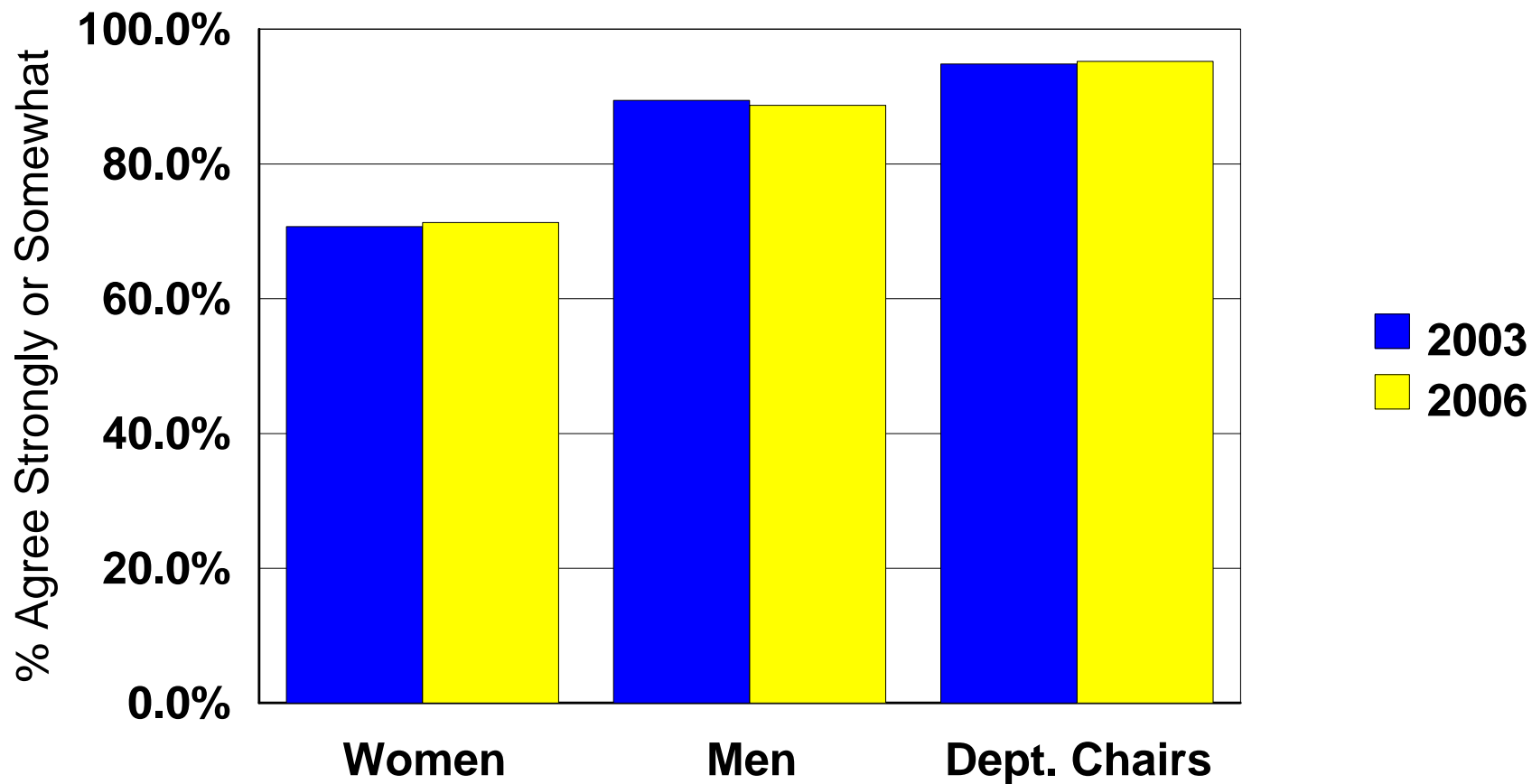


# Climate CHANGE

---

- Stages of change model
  - Precontemplation
  - Contemplation
  - Preparation
  - Action
  - Maintenance
- UW-Madison in *precontemplation* stage in 2003!

## Figure 2. The Climate for Women in My Department is Good



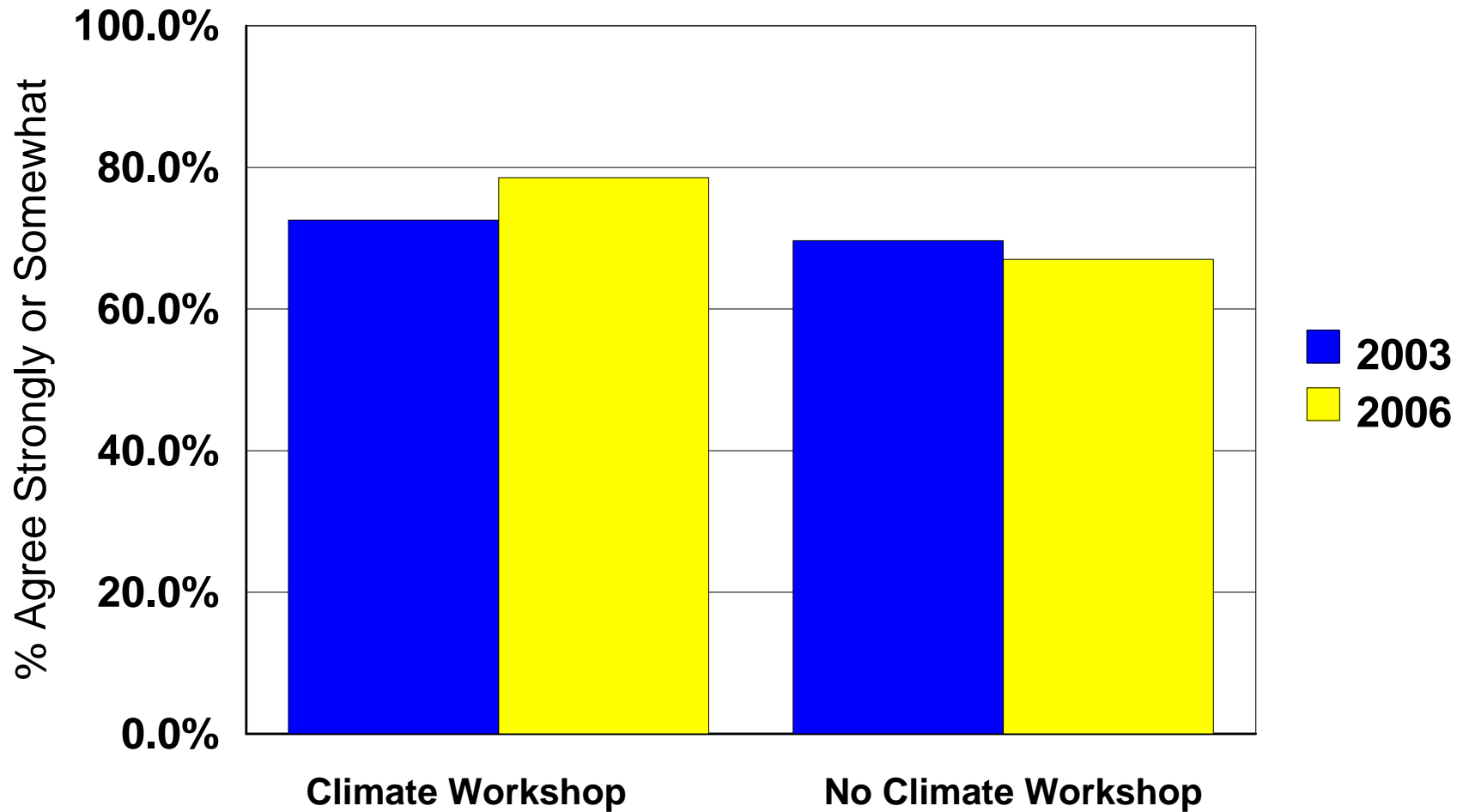


## WISELI Interventions

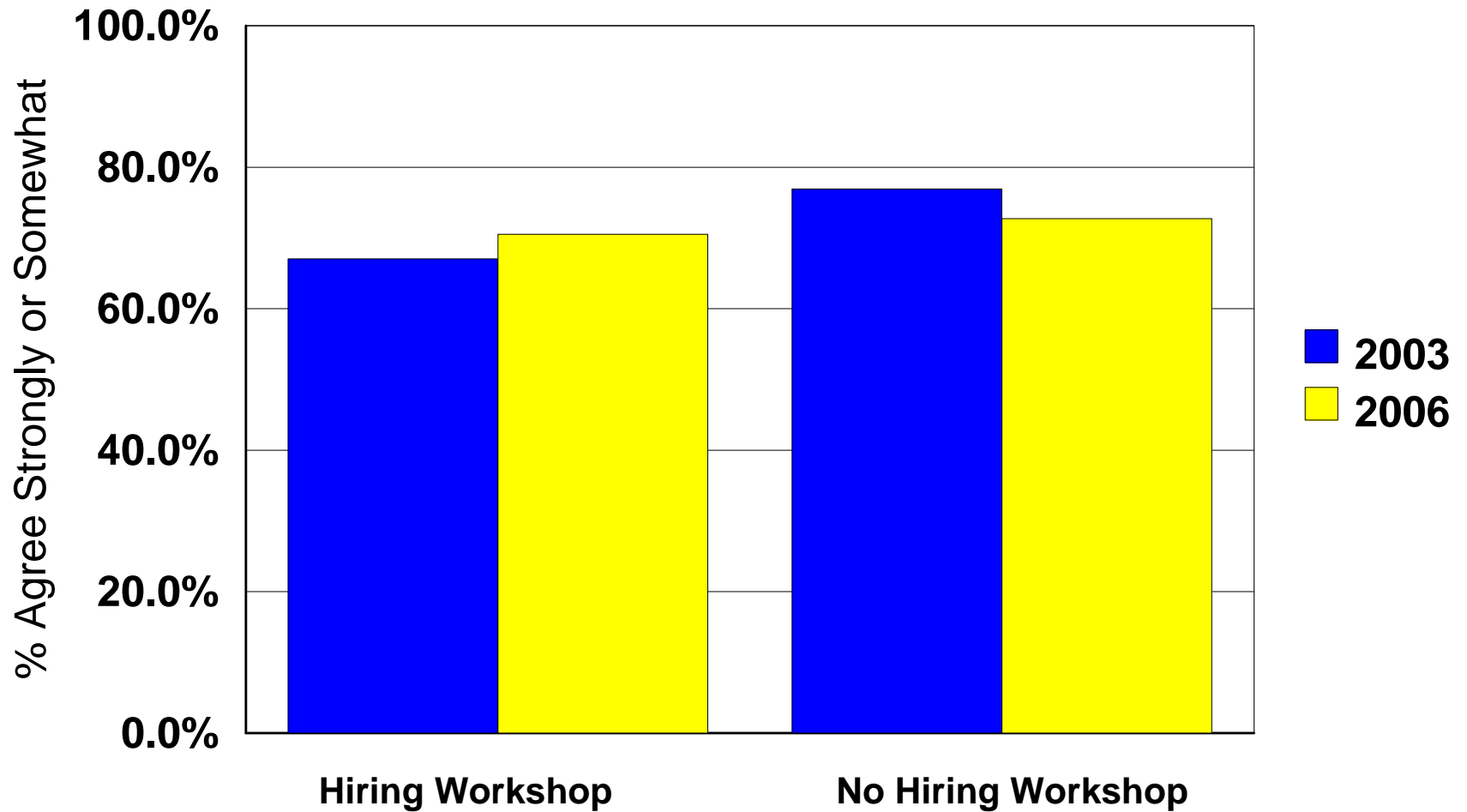
---

- How did WISELI propose to affect departmental climate at UW-Madison?
  - *Enhancing Department Climate: A Chair's Role*
  - *Searching for Excellence & Diversity* workshops for search committee chairs and members
- Relationships between workshop participation and survey responses

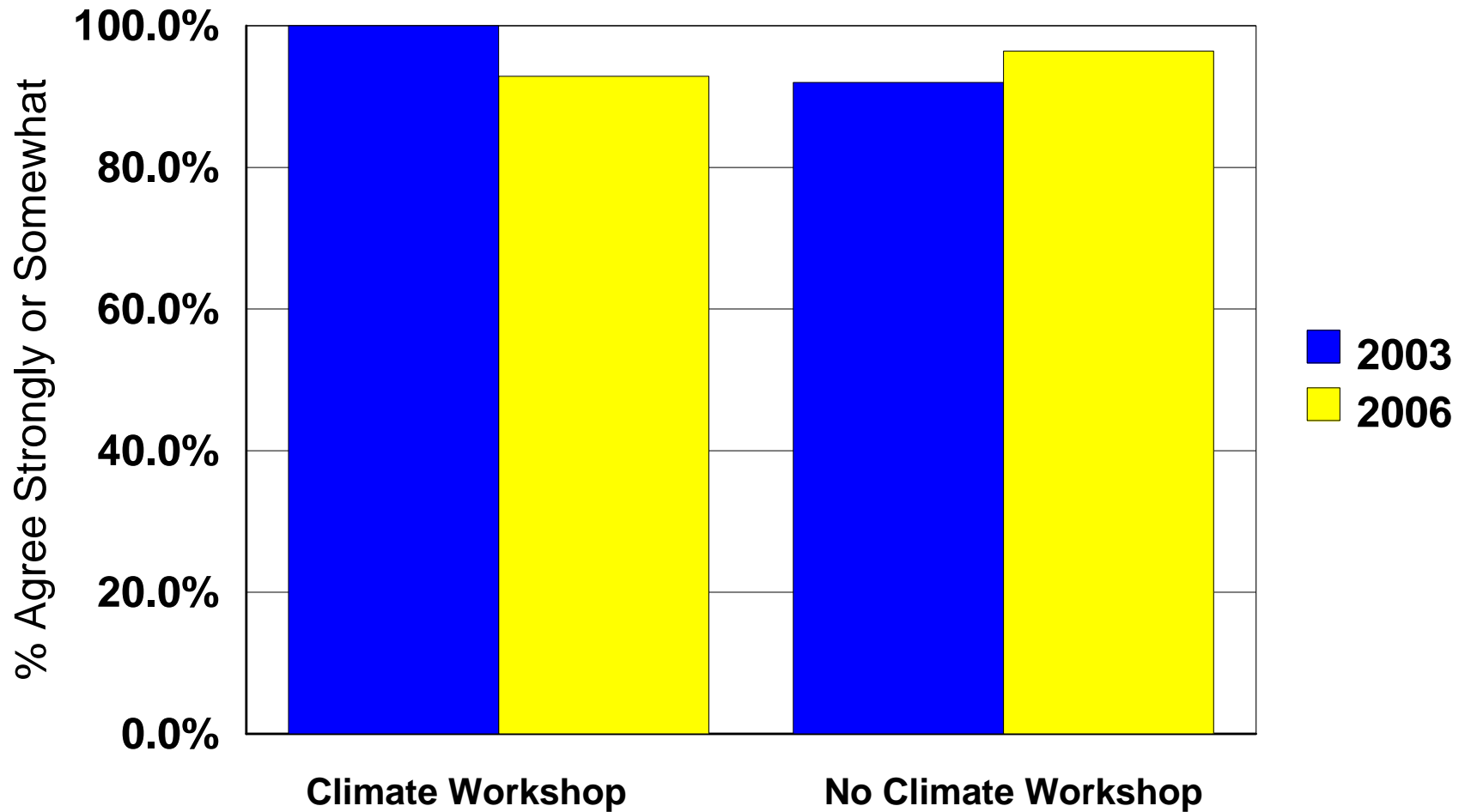
**Figure 3. Climate for Women is Good  
Responses of Women Faculty**



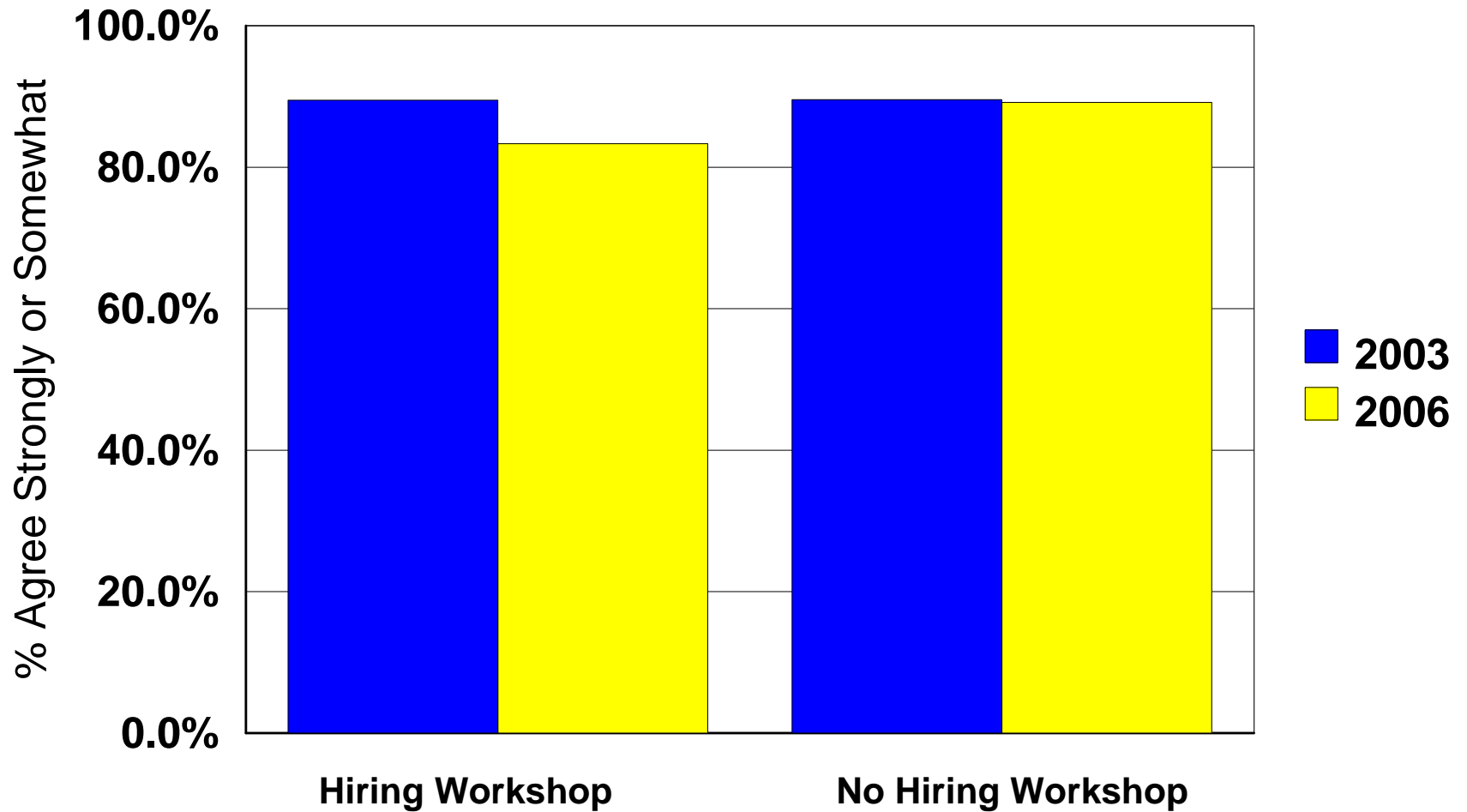
**Figure 4. Climate for Women is Good  
Responses of Women Faculty**



**Figure 5. Climate for Women is Good  
Responses of Department Chairs**



**Figure 6. Climate for Women is Good  
Responses of Men Faculty**





## Conclusions

---

- Perceptions of (slight) climate improvement for women is associated with WISELI workshop participation
- The decreasing percentage of workshop participants who agree that women have good climate indicates movement along stages of change → contemplation, preparation and even action stage



## Conclusions

---

- Given a willing audience, WISELI's two workshop series appear to be correlated with slight improvements in departmental climate for women faculty
  - Women faculty report better climate for women
  - Men faculty/chairs report more realistic assessments of the climate for women in their departments



W I S E L I

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